

WEBVTT

NOTE duration:"00:58:49"

NOTE recognizability:0.814

NOTE language:en-us

NOTE Confidence: 0.7920166

00:00:00.000 --> 00:00:01.530 Hey my name is Pamela Koons.

NOTE Confidence: 0.7920166

00:00:01.530 --> 00:00:03.846 I'm a GI medical oncologist and

NOTE Confidence: 0.7920166

00:00:03.846 --> 00:00:06.479 I'm the vice chief of diversity,

NOTE Confidence: 0.7920166

00:00:06.480 --> 00:00:08.380 equity and inclusion for this

NOTE Confidence: 0.7920166

00:00:08.380 --> 00:00:09.900 section of medical oncology.

NOTE Confidence: 0.7920166

00:00:09.900 --> 00:00:12.497 It is my great pleasure to introduce

NOTE Confidence: 0.7920166

00:00:12.497 --> 00:00:15.573 Doctor ABBA Black who will be our speaker

NOTE Confidence: 0.7920166

00:00:15.573 --> 00:00:17.836 for today's Cancer Center grand rounds

NOTE Confidence: 0.7920166

00:00:17.836 --> 00:00:20.554 and I had the pleasure to get to know

NOTE Confidence: 0.7920166

00:00:20.560 --> 00:00:23.227 Doctor Black in the course of our.

NOTE Confidence: 0.7920166

00:00:23.230 --> 00:00:26.074 She's also a vice chief for the section of

NOTE Confidence: 0.7920166

00:00:26.074 --> 00:00:28.490 general internal Medicine for Diversity,

NOTE Confidence: 0.7920166

00:00:28.490 --> 00:00:29.468 Equity and inclusion.

NOTE Confidence: 0.7920166

00:00:29.468 --> 00:00:31.424 We have a wonderful committee that.  
NOTE Confidence: 0.7920166

00:00:31.430 --> 00:00:33.914 We've gotten to know each other through that  
NOTE Confidence: 0.7920166

00:00:33.914 --> 00:00:36.410 effort and but just by way of background,  
NOTE Confidence: 0.7920166

00:00:36.410 --> 00:00:38.426 I'd like to share with all of you.  
NOTE Confidence: 0.7920166

00:00:38.430 --> 00:00:39.786 I'm about Doctor Black,  
NOTE Confidence: 0.7920166

00:00:39.786 --> 00:00:41.820 so she is an assistant professor  
NOTE Confidence: 0.7920166

00:00:41.890 --> 00:00:44.090 and associate program director for  
NOTE Confidence: 0.7920166

00:00:44.090 --> 00:00:45.996 Diversity and inclusion in the  
NOTE Confidence: 0.7920166

00:00:45.996 --> 00:00:47.168 Department of Internal Medicine.  
NOTE Confidence: 0.7920166

00:00:47.170 --> 00:00:49.000 She received her bachelors from Princeton  
NOTE Confidence: 0.7920166

00:00:49.000 --> 00:00:51.367 and went on to graduate from medical  
NOTE Confidence: 0.7920166

00:00:51.367 --> 00:00:53.545 school at the University of Rochester.  
NOTE Confidence: 0.7920166

00:00:53.550 --> 00:00:56.308 She completed her residency at the Yale  
NOTE Confidence: 0.7920166

00:00:56.308 --> 00:00:58.660 Primary Care Internal Medicine program,  
NOTE Confidence: 0.7920166

00:00:58.660 --> 00:01:01.348 and she also served as chief resident.  
NOTE Confidence: 0.7920166

00:01:01.350 --> 00:01:03.426 She currently works as a faculty

NOTE Confidence: 0.7920166

00:01:03.426 --> 00:01:05.389 member in the section of TGIM.

NOTE Confidence: 0.7920166

00:01:05.390 --> 00:01:07.568 Many of Doctor Black's career and

NOTE Confidence: 0.7920166

00:01:07.568 --> 00:01:09.611 research interests focus on enhancing

NOTE Confidence: 0.7920166

00:01:09.611 --> 00:01:11.707 workplace diversity and inclusion,

NOTE Confidence: 0.7920166

00:01:11.710 --> 00:01:13.480 including participating in

NOTE Confidence: 0.7920166

00:01:13.480 --> 00:01:15.250 minority recruitment efforts,

NOTE Confidence: 0.7920166

00:01:15.250 --> 00:01:17.070 facilitating workshops on bias

NOTE Confidence: 0.7920166

00:01:17.070 --> 00:01:18.890 of which I attended,

NOTE Confidence: 0.7920166

00:01:18.890 --> 00:01:21.256 one that was fantastic and researching the

NOTE Confidence: 0.7920166

00:01:21.256 --> 00:01:23.680 effects of race on minority physicians.

NOTE Confidence: 0.7920166

00:01:23.680 --> 00:01:25.115 Her clinical work is devoted

NOTE Confidence: 0.7920166

00:01:25.115 --> 00:01:26.263 to working with underserved,

NOTE Confidence: 0.7920166

00:01:26.270 --> 00:01:27.930 patient populations in the primary

NOTE Confidence: 0.7920166

00:01:27.930 --> 00:01:29.981 care setting and in her role

NOTE Confidence: 0.7920166

00:01:29.981 --> 00:01:31.309 as a clinician educator.

NOTE Confidence: 0.7920166

00:01:31.310 --> 00:01:33.578 She also works towards supporting residents

NOTE Confidence: 0.7920166

00:01:33.578 --> 00:01:35.630 who identify with minority affinity.

NOTE Confidence: 0.7920166

00:01:35.630 --> 00:01:38.005 Groups and developing curricula design

NOTE Confidence: 0.7920166

00:01:38.005 --> 00:01:40.380 to enhance cross cultural knowledge,

NOTE Confidence: 0.7920166

00:01:40.380 --> 00:01:41.823 skills and attitudes,

NOTE Confidence: 0.7920166

00:01:41.823 --> 00:01:45.190 and I have truly been so impressed

NOTE Confidence: 0.7920166

00:01:45.277 --> 00:01:47.625 with Doctor Black's efforts

NOTE Confidence: 0.7920166

00:01:47.625 --> 00:01:50.213 through these workshops that she's

NOTE Confidence: 0.7920166

00:01:50.213 --> 00:01:52.097 really developed and spearheaded.

NOTE Confidence: 0.7920166

00:01:52.100 --> 00:01:53.294 And I'm really think that we

NOTE Confidence: 0.7920166

00:01:53.294 --> 00:01:54.639 can all learn a great deal.

NOTE Confidence: 0.7920166

00:01:54.640 --> 00:01:56.978 So doctor black. Welcome and thank you.

NOTE Confidence: 0.780202371

00:01:58.920 --> 00:02:00.720 Thank you so much and that

NOTE Confidence: 0.780202371

00:02:00.720 --> 00:02:01.920 introduction is incredibly kind.

NOTE Confidence: 0.780202371

00:02:01.920 --> 00:02:03.355 I'm so thrilled to have the opportunity

NOTE Confidence: 0.780202371

00:02:03.355 --> 00:02:04.818 to come and chat with the group,

NOTE Confidence: 0.780202371

00:02:04.820 --> 00:02:06.476 so thank you all so much for having me.

NOTE Confidence: 0.780202371

00:02:06.480 --> 00:02:08.208 I'm going to go ahead and share my slides

NOTE Confidence: 0.780202371

00:02:08.208 --> 00:02:09.976 and then we'll go ahead and get started.

NOTE Confidence: 0.840878068666667

00:02:14.650 --> 00:02:16.904 OK great so I have no disclosures

NOTE Confidence: 0.840878068666667

00:02:16.904 --> 00:02:19.368 today and as far as the learning

NOTE Confidence: 0.840878068666667

00:02:19.368 --> 00:02:21.790 objectives for the next hour or so,

NOTE Confidence: 0.840878068666667

00:02:21.790 --> 00:02:23.494 I hope that we can touch

NOTE Confidence: 0.840878068666667

00:02:23.494 --> 00:02:24.990 upon three major points here.

NOTE Confidence: 0.840878068666667

00:02:24.990 --> 00:02:26.478 First, anytime I do a talk like this,

NOTE Confidence: 0.840878068666667

00:02:26.480 --> 00:02:28.541 you know, I hope that we begin to expand

NOTE Confidence: 0.840878068666667

00:02:28.541 --> 00:02:30.796 our scope in terms of what we understand

NOTE Confidence: 0.840878068666667

00:02:30.796 --> 00:02:32.899 to be unconscious bias and how it plays

NOTE Confidence: 0.840878068666667

00:02:32.899 --> 00:02:34.386 a role in our healthcare workforce.

NOTE Confidence: 0.840878068666667

00:02:34.386 --> 00:02:36.674 This is less a patient facing talk and

NOTE Confidence: 0.840878068666667

00:02:36.674 --> 00:02:38.531 more thinking about our own culture

NOTE Confidence: 0.840878068666667

00:02:38.531 --> 00:02:41.115 and our structure in terms of what it  
NOTE Confidence: 0.840878068666667

00:02:41.115 --> 00:02:42.805 looks like for healthcare professionals.  
NOTE Confidence: 0.840878068666667

00:02:42.810 --> 00:02:45.050 I also hope that some of what I share will.  
NOTE Confidence: 0.840878068666667

00:02:45.050 --> 00:02:47.648 Enhanced awareness of personal blind spots,  
NOTE Confidence: 0.840878068666667

00:02:47.650 --> 00:02:49.456 of which we have many myself  
NOTE Confidence: 0.840878068666667

00:02:49.456 --> 00:02:51.140 very much included and lastly,  
NOTE Confidence: 0.840878068666667

00:02:51.140 --> 00:02:52.475 thinking about some steps that  
NOTE Confidence: 0.840878068666667

00:02:52.475 --> 00:02:54.220 we can take to promote equity,  
NOTE Confidence: 0.840878068666667

00:02:54.220 --> 00:02:56.372 both in terms of our personal spheres of  
NOTE Confidence: 0.840878068666667

00:02:56.372 --> 00:02:58.362 influence but also thinking more broadly  
NOTE Confidence: 0.840878068666667

00:02:58.362 --> 00:03:00.456 in terms of institutions and organizations.  
NOTE Confidence: 0.840878068666667

00:03:00.460 --> 00:03:02.399 So I hope to leave you with  
NOTE Confidence: 0.840878068666667

00:03:02.399 --> 00:03:04.000 some inspiration in that regard.  
NOTE Confidence: 0.840878068666667

00:03:04.000 --> 00:03:06.916 I will say just to put it out there  
NOTE Confidence: 0.840878068666667

00:03:06.916 --> 00:03:07.900 in the beginning that you know.  
NOTE Confidence: 0.840878068666667

00:03:07.900 --> 00:03:08.458 Of course,

NOTE Confidence: 0.840878068666667

00:03:08.458 --> 00:03:10.132 diversity inclusion is a very large

NOTE Confidence: 0.840878068666667

00:03:10.132 --> 00:03:11.860 umbrella term and there are many

NOTE Confidence: 0.840878068666667

00:03:11.860 --> 00:03:13.255 lived experiences and identities that

NOTE Confidence: 0.840878068666667

00:03:13.255 --> 00:03:15.076 are important in terms of what that.

NOTE Confidence: 0.840878068666667

00:03:15.080 --> 00:03:16.880 EI umbrella really looks like most

NOTE Confidence: 0.840878068666667

00:03:16.880 --> 00:03:18.969 of my work and initiatives have

NOTE Confidence: 0.840878068666667

00:03:18.969 --> 00:03:21.024 focused on race and ethnicity,

NOTE Confidence: 0.840878068666667

00:03:21.030 --> 00:03:22.803 so I just want to be clear about that.

NOTE Confidence: 0.840878068666667

00:03:22.810 --> 00:03:23.320 Beyond that,

NOTE Confidence: 0.840878068666667

00:03:23.320 --> 00:03:25.360 a lot of examples in the literature all

NOTE Confidence: 0.840878068666667

00:03:25.416 --> 00:03:27.156 site will be related to underrepresented

NOTE Confidence: 0.840878068666667

00:03:27.156 --> 00:03:29.299 groups in terms of race and ethnicity,

NOTE Confidence: 0.840878068666667

00:03:29.300 --> 00:03:32.284 but of course that's by no means a

NOTE Confidence: 0.840878068666667

00:03:32.290 --> 00:03:34.456 an attempt to minimize the various

NOTE Confidence: 0.840878068666667

00:03:34.456 --> 00:03:37.039 forms of diversity that in fact really

NOTE Confidence: 0.840878068666667

00:03:37.039 --> 00:03:40.690 make up that important Umbrella DEI.

NOTE Confidence: 0.840878068666667

00:03:40.690 --> 00:03:41.898 So first of all,

NOTE Confidence: 0.840878068666667

00:03:41.898 --> 00:03:43.408 talk about some background and

NOTE Confidence: 0.840878068666667

00:03:43.408 --> 00:03:44.629 hopefully some interesting

NOTE Confidence: 0.840878068666667

00:03:44.629 --> 00:03:46.784 contextualizing information for you all,

NOTE Confidence: 0.840878068666667

00:03:46.790 --> 00:03:48.330 and then we'll go into some of

NOTE Confidence: 0.840878068666667

00:03:48.330 --> 00:03:50.145 the work that's been done around

NOTE Confidence: 0.840878068666667

00:03:50.145 --> 00:03:51.617 workplace experiences of those

NOTE Confidence: 0.840878068666667

00:03:51.617 --> 00:03:52.721 underrepresented in medicine.

NOTE Confidence: 0.840878068666667

00:03:52.730 --> 00:03:54.494 We'll chat a little bit about why this is

NOTE Confidence: 0.840878068666667

00:03:54.494 --> 00:03:55.917 something that's important for all of us,

NOTE Confidence: 0.840878068666667

00:03:55.920 --> 00:03:57.500 regardless of how we spend

NOTE Confidence: 0.840878068666667

00:03:57.500 --> 00:03:58.764 our time and academia.

NOTE Confidence: 0.840878068666667

00:03:58.770 --> 00:03:59.418 And lastly,

NOTE Confidence: 0.840878068666667

00:03:59.418 --> 00:04:01.038 we'll end this promise with

NOTE Confidence: 0.840878068666667

00:04:01.038 --> 00:04:03.053 thinking a little bit more broadly



NOTE Confidence: 0.840878068666667  
00:04:03.053 --> 00:04:04.688 around steps to move forward,  
NOTE Confidence: 0.840878068666667  
00:04:04.690 --> 00:04:06.586 and how we can actually take some of  
NOTE Confidence: 0.840878068666667  
00:04:06.586 --> 00:04:08.667 this work and and make it more concrete.  
NOTE Confidence: 0.843095803866667  
00:04:11.900 --> 00:04:13.608 I'm sure many of you are familiar  
NOTE Confidence: 0.843095803866667  
00:04:13.608 --> 00:04:15.131 with some of these common deiters  
NOTE Confidence: 0.843095803866667  
00:04:15.131 --> 00:04:17.545 I I do just want to spend a few  
NOTE Confidence: 0.843095803866667  
00:04:17.545 --> 00:04:19.489 minutes going over some some common  
NOTE Confidence: 0.843095803866667  
00:04:19.489 --> 00:04:20.950 terminology because I think it's  
NOTE Confidence: 0.843095803866667  
00:04:20.950 --> 00:04:22.570 important to develop a shared mental  
NOTE Confidence: 0.843095803866667  
00:04:22.570 --> 00:04:24.502 model and make sure that you all are  
NOTE Confidence: 0.843095803866667  
00:04:24.502 --> 00:04:26.405 clear about what I mean when I do  
NOTE Confidence: 0.843095803866667  
00:04:26.405 --> 00:04:27.964 use these terms throughout the talk.  
NOTE Confidence: 0.843095803866667  
00:04:27.964 --> 00:04:29.176 So implicit bias,  
NOTE Confidence: 0.843095803866667  
00:04:29.176 --> 00:04:31.196 also known as unconscious bias.  
NOTE Confidence: 0.843095803866667  
00:04:31.200 --> 00:04:32.808 One definition that I like is  
NOTE Confidence: 0.843095803866667

00:04:32.808 --> 00:04:34.336 thinking about this term as  
NOTE Confidence: 0.843095803866667

00:04:34.336 --> 00:04:35.948 relatively unconscious and relatively  
NOTE Confidence: 0.843095803866667

00:04:35.948 --> 00:04:37.560 automatic features of prejudice,  
NOTE Confidence: 0.843095803866667

00:04:37.560 --> 00:04:39.020 judgment and social behavior.  
NOTE Confidence: 0.843095803866667

00:04:39.020 --> 00:04:40.664 So really. That predisposition,  
NOTE Confidence: 0.843095803866667

00:04:40.664 --> 00:04:42.949 that mindset that's not intentional.  
NOTE Confidence: 0.843095803866667

00:04:42.950 --> 00:04:44.190 That's not about, you know,  
NOTE Confidence: 0.843095803866667

00:04:44.190 --> 00:04:46.800 thinking about any.  
NOTE Confidence: 0.843095803866667

00:04:46.800 --> 00:04:49.392 Antagonistic views or feelings  
NOTE Confidence: 0.843095803866667

00:04:49.392 --> 00:04:52.632 towards any particular group but  
NOTE Confidence: 0.843095803866667

00:04:52.632 --> 00:04:54.848 nonetheless operate at a level that  
NOTE Confidence: 0.843095803866667

00:04:54.848 --> 00:04:56.666 we're not fully aware of and then  
NOTE Confidence: 0.843095803866667

00:04:56.666 --> 00:04:58.040 thinking about microaggressions,  
NOTE Confidence: 0.843095803866667

00:04:58.040 --> 00:05:00.218 so implicit bias is the attitude  
NOTE Confidence: 0.843095803866667

00:05:00.218 --> 00:05:01.670 or the the predisposition.  
NOTE Confidence: 0.843095803866667

00:05:01.670 --> 00:05:03.354 Then microaggressions are really

NOTE Confidence: 0.843095803866667  
00:05:03.354 --> 00:05:05.038 these behavior based manifestations  
NOTE Confidence: 0.843095803866667  
00:05:05.038 --> 00:05:07.176 of such and it's actually a  
NOTE Confidence: 0.843095803866667  
00:05:07.176 --> 00:05:08.716 really old term tester Pierce,  
NOTE Confidence: 0.843095803866667  
00:05:08.720 --> 00:05:10.040 an African American psychiatrist  
NOTE Confidence: 0.843095803866667  
00:05:10.040 --> 00:05:12.499 dubbed the term way back in the 1970s,  
NOTE Confidence: 0.843095803866667  
00:05:12.499 --> 00:05:14.053 which I was surprised to learn  
NOTE Confidence: 0.843095803866667  
00:05:14.053 --> 00:05:15.616 about because they feel like it's  
NOTE Confidence: 0.843095803866667  
00:05:15.616 --> 00:05:17.092 a term that's only more recently.  
NOTE Confidence: 0.843095803866667  
00:05:17.100 --> 00:05:19.108 Have come into academia as a more of  
NOTE Confidence: 0.843095803866667  
00:05:19.108 --> 00:05:21.008 a buzzword and something that people  
NOTE Confidence: 0.843095803866667  
00:05:21.008 --> 00:05:23.024 think about more often and initially.  
NOTE Confidence: 0.843095803866667  
00:05:23.030 --> 00:05:25.130 When he conceptualized with the term,  
NOTE Confidence: 0.843095803866667  
00:05:25.130 --> 00:05:26.792 he really was only thinking about  
NOTE Confidence: 0.843095803866667  
00:05:26.792 --> 00:05:28.653 it as applying to African American  
NOTE Confidence: 0.843095803866667  
00:05:28.653 --> 00:05:30.393 physicians and trying to describe  
NOTE Confidence: 0.843095803866667

00:05:30.393 --> 00:05:32.469 some of their their experiences.  
NOTE Confidence: 0.843095803866667

00:05:32.470 --> 00:05:34.090 However, since that time,  
NOTE Confidence: 0.843095803866667

00:05:34.090 --> 00:05:35.710 we've really expanded microaggressions  
NOTE Confidence: 0.843095803866667

00:05:35.710 --> 00:05:38.084 to be relevant to a whole host  
NOTE Confidence: 0.843095803866667

00:05:38.084 --> 00:05:40.167 of identity groups that may be  
NOTE Confidence: 0.843095803866667

00:05:40.167 --> 00:05:41.727 marginalized or underrepresented.  
NOTE Confidence: 0.843095803866667

00:05:41.730 --> 00:05:43.692 And it's definition that I've written  
NOTE Confidence: 0.843095803866667

00:05:43.692 --> 00:05:45.351 here brief everyday exchanges that  
NOTE Confidence: 0.843095803866667

00:05:45.351 --> 00:05:46.861 sending meaning messages to people  
NOTE Confidence: 0.843095803866667

00:05:46.861 --> 00:05:48.710 because of their group affiliation.  
NOTE Confidence: 0.843095803866667

00:05:48.710 --> 00:05:50.715 I think really encapsulates that  
NOTE Confidence: 0.843095803866667

00:05:50.715 --> 00:05:52.720 concept that these again are  
NOTE Confidence: 0.843095803866667

00:05:52.792 --> 00:05:54.882 not obvious in your face.  
NOTE Confidence: 0.843095803866667

00:05:54.882 --> 00:05:58.390 Hateful ways of of behaving towards people,  
NOTE Confidence: 0.843095803866667

00:05:58.390 --> 00:06:00.592 but they nonetheless can make people  
NOTE Confidence: 0.843095803866667

00:06:00.592 --> 00:06:03.010 feel otherwise outside of the mainstream,

NOTE Confidence: 0.843095803866667  
00:06:03.010 --> 00:06:03.462 disrespected,  
NOTE Confidence: 0.843095803866667  
00:06:03.462 --> 00:06:04.366 or demeans.  
NOTE Confidence: 0.843095803866667  
00:06:04.366 --> 00:06:07.078 Even without that lack of  
NOTE Confidence: 0.843095803866667  
00:06:07.078 --> 00:06:08.100 conscious intent.  
NOTE Confidence: 0.733406051666667  
00:06:10.510 --> 00:06:12.316 Importantly, you know when we both,  
NOTE Confidence: 0.733406051666667  
00:06:12.320 --> 00:06:14.707 when we think about implicit bias and  
NOTE Confidence: 0.733406051666667  
00:06:14.707 --> 00:06:16.509 then microaggressions as the outdove,  
NOTE Confidence: 0.733406051666667  
00:06:16.510 --> 00:06:17.600 what binds it all together?  
NOTE Confidence: 0.733406051666667  
00:06:17.600 --> 00:06:18.590 Is that these really are  
NOTE Confidence: 0.733406051666667  
00:06:18.590 --> 00:06:19.382 things that are unconscious,  
NOTE Confidence: 0.733406051666667  
00:06:19.390 --> 00:06:21.246 subtle and and automatic.  
NOTE Confidence: 0.733406051666667  
00:06:21.246 --> 00:06:24.030 And so oftentimes people have consciously  
NOTE Confidence: 0.733406051666667  
00:06:24.108 --> 00:06:26.013 held egalitarian views in regards  
NOTE Confidence: 0.733406051666667  
00:06:26.013 --> 00:06:28.696 to any kind of people group, right?  
NOTE Confidence: 0.733406051666667  
00:06:28.696 --> 00:06:30.698 They and I think that would say  
NOTE Confidence: 0.733406051666667

00:06:30.698 --> 00:06:32.678 that that's very much true of our  
NOTE Confidence: 0.733406051666667

00:06:32.678 --> 00:06:34.428 culture here at Yale that people  
NOTE Confidence: 0.733406051666667

00:06:34.428 --> 00:06:36.957 see themselves as those who really  
NOTE Confidence: 0.733406051666667

00:06:36.957 --> 00:06:40.450 embody ideals of of justice of equity.  
NOTE Confidence: 0.733406051666667

00:06:40.450 --> 00:06:41.401 For all people,  
NOTE Confidence: 0.733406051666667

00:06:41.401 --> 00:06:43.620 so this is again not about casting  
NOTE Confidence: 0.733406051666667

00:06:43.688 --> 00:06:46.124 labels on anyone talking about anyone  
NOTE Confidence: 0.733406051666667

00:06:46.124 --> 00:06:48.260 who's explicitly racist or sexist,  
NOTE Confidence: 0.733406051666667

00:06:48.260 --> 00:06:49.982 but nonetheless thinking about the ways  
NOTE Confidence: 0.733406051666667

00:06:49.982 --> 00:06:51.439 in which those automatic connections  
NOTE Confidence: 0.733406051666667

00:06:51.439 --> 00:06:53.023 that are happening inside each and  
NOTE Confidence: 0.733406051666667

00:06:53.023 --> 00:06:54.614 every one of us, myself included,  
NOTE Confidence: 0.733406051666667

00:06:54.614 --> 00:06:57.460 can can end up causing a lot of harm.  
NOTE Confidence: 0.733406051666667

00:06:57.460 --> 00:06:59.196 And so micro the micro and micro  
NOTE Confidence: 0.733406051666667

00:06:59.196 --> 00:07:00.878 question is not about the impact,  
NOTE Confidence: 0.733406051666667

00:07:00.880 --> 00:07:01.474 you know.

NOTE Confidence: 0.733406051666667  
00:07:01.474 --> 00:07:03.256 I think it's really important to  
NOTE Confidence: 0.733406051666667  
00:07:03.256 --> 00:07:04.619 separate intent versus impact.  
NOTE Confidence: 0.733406051666667  
00:07:04.620 --> 00:07:06.070 People can have good intentions  
NOTE Confidence: 0.733406051666667  
00:07:06.070 --> 00:07:06.940 or neutral intentions,  
NOTE Confidence: 0.733406051666667  
00:07:06.940 --> 00:07:08.932 but nonetheless cause a lot of  
NOTE Confidence: 0.733406051666667  
00:07:08.932 --> 00:07:10.780 harm and and negative impact.  
NOTE Confidence: 0.733406051666667  
00:07:10.780 --> 00:07:12.346 So that's an important point to  
NOTE Confidence: 0.733406051666667  
00:07:12.346 --> 00:07:14.652 keep in mind as we we go through  
NOTE Confidence: 0.733406051666667  
00:07:14.652 --> 00:07:15.555 some discontent here.  
NOTE Confidence: 0.733406051666667  
00:07:15.560 --> 00:07:16.815 In terms of the literature  
NOTE Confidence: 0.733406051666667  
00:07:16.815 --> 00:07:17.568 on unconscious bias,  
NOTE Confidence: 0.733406051666667  
00:07:17.570 --> 00:07:19.604 you know a lot of what we know really  
NOTE Confidence: 0.733406051666667  
00:07:19.604 --> 00:07:21.450 comes from the social psychology  
NOTE Confidence: 0.733406051666667  
00:07:21.450 --> 00:07:23.250 literature and a lot of the studies  
NOTE Confidence: 0.733406051666667  
00:07:23.250 --> 00:07:24.190 support that unconscious bias  
NOTE Confidence: 0.733406051666667

00:07:24.242 --> 00:07:25.635 is also going to very early age.  
NOTE Confidence: 0.733406051666667

00:07:25.640 --> 00:07:27.584 You know, as early as age 5 or 7,  
NOTE Confidence: 0.733406051666667

00:07:27.590 --> 00:07:29.110 they've done experiments where  
NOTE Confidence: 0.733406051666667

00:07:29.110 --> 00:07:31.010 they've asked children to rate  
NOTE Confidence: 0.733406051666667

00:07:31.010 --> 00:07:33.400 the pain score of individuals who  
NOTE Confidence: 0.733406051666667

00:07:33.400 --> 00:07:34.960 experience a painful stimulus,  
NOTE Confidence: 0.733406051666667

00:07:34.960 --> 00:07:37.284 such as getting one Ted or biting  
NOTE Confidence: 0.733406051666667

00:07:37.284 --> 00:07:39.597 one's tongue right and and they what  
NOTE Confidence: 0.733406051666667

00:07:39.597 --> 00:07:41.903 they find is that children will for  
NOTE Confidence: 0.733406051666667

00:07:41.903 --> 00:07:43.723 very same stimulus children will  
NOTE Confidence: 0.733406051666667

00:07:43.723 --> 00:07:46.034 actually say that an African American.  
NOTE Confidence: 0.733406051666667

00:07:46.034 --> 00:07:47.742 Child experiences less pain  
NOTE Confidence: 0.733406051666667

00:07:47.742 --> 00:07:49.910 compared to a white child.  
NOTE Confidence: 0.733406051666667

00:07:49.910 --> 00:07:50.161 That,  
NOTE Confidence: 0.733406051666667

00:07:50.161 --> 00:07:51.667 of course is highly through beneficant.  
NOTE Confidence: 0.733406051666667

00:07:51.670 --> 00:07:53.866 Knowing what we know about disparities



NOTE Confidence: 0.733406051666667  
00:07:53.866 --> 00:07:55.780 in terms of adequately treating  
NOTE Confidence: 0.733406051666667  
00:07:55.780 --> 00:07:57.740 pain across race, ethnicity lines.  
NOTE Confidence: 0.733406051666667  
00:07:57.740 --> 00:08:00.110 The second point here is about  
NOTE Confidence: 0.733406051666667  
00:08:00.110 --> 00:08:02.202 thinking that unconscious bias also  
NOTE Confidence: 0.733406051666667  
00:08:02.202 --> 00:08:04.662 has real world effects on behavior.  
NOTE Confidence: 0.733406051666667  
00:08:04.670 --> 00:08:06.370 So sometimes people think if  
NOTE Confidence: 0.733406051666667  
00:08:06.370 --> 00:08:08.070 this is happening underneath the  
NOTE Confidence: 0.733406051666667  
00:08:08.130 --> 00:08:10.083 skull and it's just all this very  
NOTE Confidence: 0.733406051666667  
00:08:10.083 --> 00:08:11.590 abstract kind of processing,  
NOTE Confidence: 0.733406051666667  
00:08:11.590 --> 00:08:13.290 what does this actually mean?  
NOTE Confidence: 0.733406051666667  
00:08:13.290 --> 00:08:14.660 And I think it's important  
NOTE Confidence: 0.733406051666667  
00:08:14.660 --> 00:08:16.370 to note that there are some.  
NOTE Confidence: 0.733406051666667  
00:08:16.370 --> 00:08:19.296 Studies that show that in terms of,  
NOTE Confidence: 0.733406051666667  
00:08:19.300 --> 00:08:20.180 for example,  
NOTE Confidence: 0.733406051666667  
00:08:20.180 --> 00:08:22.380 a pro White implicit association,  
NOTE Confidence: 0.733406051666667

00:08:22.380 --> 00:08:23.292 not explicit racism,  
NOTE Confidence: 0.733406051666667

00:08:23.292 --> 00:08:25.420 but it's just an automatic kind of  
NOTE Confidence: 0.733406051666667

00:08:25.478 --> 00:08:27.493 implicit bias that's happening that  
NOTE Confidence: 0.733406051666667

00:08:27.493 --> 00:08:29.960 automatically favors white over black people.  
NOTE Confidence: 0.733406051666667

00:08:29.960 --> 00:08:30.638 For example,  
NOTE Confidence: 0.733406051666667

00:08:30.638 --> 00:08:32.672 if you take those healthcare providers  
NOTE Confidence: 0.733406051666667

00:08:32.672 --> 00:08:34.876 who do have that pro white bias,  
NOTE Confidence: 0.733406051666667

00:08:34.880 --> 00:08:36.752 as demonstrated on the  
NOTE Confidence: 0.733406051666667

00:08:36.752 --> 00:08:38.156 implicit association test,  
NOTE Confidence: 0.733406051666667

00:08:38.160 --> 00:08:40.345 those same providers will also  
NOTE Confidence: 0.733406051666667

00:08:40.345 --> 00:08:42.530 have observable behavior such as  
NOTE Confidence: 0.733406051666667

00:08:42.606 --> 00:08:44.758 decreased eye contact engaging,  
NOTE Confidence: 0.733406051666667

00:08:44.760 --> 00:08:46.620 small, engaging in small talk.  
NOTE Confidence: 0.733406051666667

00:08:46.620 --> 00:08:47.904 That's often with their  
NOTE Confidence: 0.733406051666667

00:08:47.904 --> 00:08:49.830 patients who are black or brown,  
NOTE Confidence: 0.733406051666667

00:08:49.830 --> 00:08:51.535 so just important to highlight

NOTE Confidence: 0.733406051666667  
00:08:51.535 --> 00:08:53.663 that then sociation can't go into  
NOTE Confidence: 0.733406051666667  
00:08:53.663 --> 00:08:55.448 the decisions that we're making,  
NOTE Confidence: 0.733406051666667  
00:08:55.450 --> 00:08:57.124 which is of course very important  
NOTE Confidence: 0.733406051666667  
00:08:57.124 --> 00:08:58.706 when we think about HealthEquity  
NOTE Confidence: 0.733406051666667  
00:08:58.706 --> 00:09:00.350 from a broader standpoint.  
NOTE Confidence: 0.88461866  
00:09:00.350 --> 00:09:01.550 On a more hopeful note,  
NOTE Confidence: 0.88461866  
00:09:01.550 --> 00:09:03.692 there are some studies that do suggest  
NOTE Confidence: 0.88461866  
00:09:03.692 --> 00:09:05.530 that unconscious bias can be malleable,  
NOTE Confidence: 0.88461866  
00:09:05.530 --> 00:09:07.819 particularly if you spend a lot of  
NOTE Confidence: 0.88461866  
00:09:07.819 --> 00:09:10.044 time engaging with people around there  
NOTE Confidence: 0.88461866  
00:09:10.044 --> 00:09:12.408 by it and showing counter stereotypic  
NOTE Confidence: 0.88461866  
00:09:12.408 --> 00:09:14.229 images over prolonged period.  
NOTE Confidence: 0.88461866  
00:09:14.230 --> 00:09:16.096 You can actually attend any attenuate,  
NOTE Confidence: 0.88461866  
00:09:16.100 --> 00:09:17.066 to some degree.  
NOTE Confidence: 0.88461866  
00:09:17.066 --> 00:09:19.320 The level of implicit bias folks have,  
NOTE Confidence: 0.88461866

00:09:19.320 --> 00:09:22.365 and one example of that was taking  
NOTE Confidence: 0.88461866

00:09:22.370 --> 00:09:24.615 taking college students who had  
NOTE Confidence: 0.88461866

00:09:24.615 --> 00:09:26.860 an implicit association of women  
NOTE Confidence: 0.88461866

00:09:26.933 --> 00:09:29.248 having less high powered careers.  
NOTE Confidence: 0.88461866

00:09:29.250 --> 00:09:30.800 This is a implicit bias.  
NOTE Confidence: 0.88461866

00:09:30.800 --> 00:09:32.925 I have myself around women  
NOTE Confidence: 0.88461866

00:09:32.925 --> 00:09:35.560 and and career and over time,  
NOTE Confidence: 0.88461866

00:09:35.560 --> 00:09:38.003 if you if you expose those people  
NOTE Confidence: 0.88461866

00:09:38.003 --> 00:09:41.406 to a number of different people who  
NOTE Confidence: 0.88461866

00:09:41.406 --> 00:09:44.098 challenge the implicit association,  
NOTE Confidence: 0.88461866

00:09:44.100 --> 00:09:45.505 those same college students were  
NOTE Confidence: 0.88461866

00:09:45.505 --> 00:09:47.253 found to actually improve their scores  
NOTE Confidence: 0.88461866

00:09:47.253 --> 00:09:48.718 on the Implicit Association test.  
NOTE Confidence: 0.88461866

00:09:48.720 --> 00:09:50.631 So hopeful note in terms of what  
NOTE Confidence: 0.88461866

00:09:50.631 --> 00:09:53.180 it we can actually do about some  
NOTE Confidence: 0.88461866

00:09:53.180 --> 00:09:54.840 of our implicit association.

NOTE Confidence: 0.88461866

00:09:54.840 --> 00:09:55.938 I always like to point out,

NOTE Confidence: 0.88461866

00:09:55.940 --> 00:09:58.028 particularly to a group of health

NOTE Confidence: 0.88461866

00:09:58.028 --> 00:09:59.612 care providers that you know,

NOTE Confidence: 0.88461866

00:09:59.612 --> 00:10:01.208 the things that make implicit bias

NOTE Confidence: 0.88461866

00:10:01.208 --> 00:10:03.084 source are things that we have in

NOTE Confidence: 0.88461866

00:10:03.084 --> 00:10:04.366 spades in our profession, right?

NOTE Confidence: 0.88461866

00:10:04.366 --> 00:10:06.580 No matter what you do in in health care.

NOTE Confidence: 0.88461866

00:10:06.580 --> 00:10:07.308 More broadly,

NOTE Confidence: 0.88461866

00:10:07.308 --> 00:10:09.128 chances are you've experienced some

NOTE Confidence: 0.88461866

00:10:09.128 --> 00:10:10.740 elements of cognitive overload,

NOTE Confidence: 0.88461866

00:10:10.740 --> 00:10:12.900 sleep deprivation, and stress, right?

NOTE Confidence: 0.88461866

00:10:12.900 --> 00:10:14.965 So just kind of being extra aware

NOTE Confidence: 0.88461866

00:10:14.965 --> 00:10:17.987 that in our field those sort of quick

NOTE Confidence: 0.88461866

00:10:17.987 --> 00:10:20.052 fast brain impulses associations that

NOTE Confidence: 0.88461866

00:10:20.127 --> 00:10:22.647 are going on are much more likely to

NOTE Confidence: 0.88461866

00:10:22.647 --> 00:10:24.700 happen when we're not getting adequately.

NOTE Confidence: 0.88461866

00:10:24.700 --> 00:10:25.765 I could sleep,

NOTE Confidence: 0.88461866

00:10:25.770 --> 00:10:27.110 have high levels of stress,

NOTE Confidence: 0.88461866

00:10:27.110 --> 00:10:30.716 and constantly have a lot to

NOTE Confidence: 0.88461866

00:10:30.716 --> 00:10:32.519 deal with cognitively.

NOTE Confidence: 0.88461866

00:10:32.520 --> 00:10:34.116 Some of you have made me have

NOTE Confidence: 0.88461866

00:10:34.116 --> 00:10:35.180 seen this depiction before.

NOTE Confidence: 0.88461866

00:10:35.180 --> 00:10:37.028 I think it's important to highlight

NOTE Confidence: 0.88461866

00:10:37.028 --> 00:10:39.208 because I think it really helps to

NOTE Confidence: 0.88461866

00:10:39.208 --> 00:10:40.984 demonstrate what the goal is when

NOTE Confidence: 0.88461866

00:10:40.984 --> 00:10:43.245 we talk about these larger goals

NOTE Confidence: 0.88461866

00:10:43.245 --> 00:10:44.765 and aspirations for diversity,

NOTE Confidence: 0.88461866

00:10:44.770 --> 00:10:46.504 equity and inclusion work and on

NOTE Confidence: 0.88461866

00:10:46.504 --> 00:10:48.558 the left upper side of your screen,

NOTE Confidence: 0.88461866

00:10:48.560 --> 00:10:49.517 you'll see inequality.

NOTE Confidence: 0.88461866

00:10:49.517 --> 00:10:51.750 And I think that's a pretty intuitive

NOTE Confidence: 0.88461866  
00:10:51.807 --> 00:10:53.559 term for most people that the  
NOTE Confidence: 0.88461866  
00:10:53.559 --> 00:10:55.022 tree is obviously slanted towards  
NOTE Confidence: 0.88461866  
00:10:55.022 --> 00:10:56.894 the left has a lot more fruit on  
NOTE Confidence: 0.88461866  
00:10:56.894 --> 00:10:58.120 the left and the right side.  
NOTE Confidence: 0.88461866  
00:10:58.120 --> 00:10:59.400 But clearly that person on  
NOTE Confidence: 0.88461866  
00:10:59.400 --> 00:11:00.680 the right has unequal access,  
NOTE Confidence: 0.88461866  
00:11:00.680 --> 00:11:02.059 and I think that that's pretty clear.  
NOTE Confidence: 0.88461866  
00:11:02.060 --> 00:11:03.530 No, no one wants that.  
NOTE Confidence: 0.88461866  
00:11:03.530 --> 00:11:05.130 And then moving along on  
NOTE Confidence: 0.88461866  
00:11:05.130 --> 00:11:06.410 the right upper side.  
NOTE Confidence: 0.88461866  
00:11:06.410 --> 00:11:08.318 Now we have this equality question  
NOTE Confidence: 0.88461866  
00:11:08.318 --> 00:11:10.738 mark and what that means is now  
NOTE Confidence: 0.88461866  
00:11:10.738 --> 00:11:12.538 you can evenly distributed tools  
NOTE Confidence: 0.88461866  
00:11:12.538 --> 00:11:14.350 and assistance as depicted here.  
NOTE Confidence: 0.88461866  
00:11:14.350 --> 00:11:16.600 Now both individuals have the  
NOTE Confidence: 0.88461866

00:11:16.600 --> 00:11:18.850 same size and color ladder,  
NOTE Confidence: 0.88461866

00:11:18.850 --> 00:11:20.458 so presumably you know you might  
NOTE Confidence: 0.88461866

00:11:20.458 --> 00:11:22.049 think that that was the goal,  
NOTE Confidence: 0.88461866

00:11:22.050 --> 00:11:23.805 and for a long time and DI work we  
NOTE Confidence: 0.88461866

00:11:23.805 --> 00:11:25.921 we did talk a lot about equality  
NOTE Confidence: 0.88461866

00:11:25.921 --> 00:11:27.165 and evenly distributing these  
NOTE Confidence: 0.88461866

00:11:27.222 --> 00:11:28.329 tools and assistance.  
NOTE Confidence: 0.88461866

00:11:28.330 --> 00:11:30.820 But as this graph is a nice job of showing  
NOTE Confidence: 0.88461866

00:11:30.884 --> 00:11:33.320 the trees still slanted towards the left.  
NOTE Confidence: 0.88461866

00:11:33.320 --> 00:11:35.260 And the apples are still  
NOTE Confidence: 0.88461866

00:11:35.260 --> 00:11:36.840 congregated on that left side,  
NOTE Confidence: 0.88461866

00:11:36.840 --> 00:11:38.548 and so even though you give both,  
NOTE Confidence: 0.88461866

00:11:38.550 --> 00:11:40.440 you've given both people the same  
NOTE Confidence: 0.88461866

00:11:40.440 --> 00:11:42.317 sized ladder that person on the  
NOTE Confidence: 0.88461866

00:11:42.317 --> 00:11:43.702 right still doesn't have that  
NOTE Confidence: 0.88461866

00:11:43.702 --> 00:11:44.971 same access to opportunities.



NOTE Confidence: 0.88461866

00:11:44.971 --> 00:11:48.850 And then we moved to the left bottom hand

NOTE Confidence: 0.887258889090909

00:11:48.936 --> 00:11:51.610 at the the EDI and this is the idea

NOTE Confidence: 0.887258889090909

00:11:51.610 --> 00:11:54.054 of customizing tools and assistance in

NOTE Confidence: 0.887258889090909

00:11:54.054 --> 00:11:56.670 order to address the existing inequality.

NOTE Confidence: 0.887258889090909

00:11:56.670 --> 00:11:58.637 So now, even though that tree is

NOTE Confidence: 0.887258889090909

00:11:58.637 --> 00:11:59.960 still planted, the person on the

NOTE Confidence: 0.887258889090909

00:11:59.960 --> 00:12:01.430 right has been given a taller ladder.

NOTE Confidence: 0.887258889090909

00:12:01.430 --> 00:12:03.621 So is in a better position to

NOTE Confidence: 0.887258889090909

00:12:03.621 --> 00:12:05.830 actually reap the fruit of the tree.

NOTE Confidence: 0.887258889090909

00:12:05.830 --> 00:12:07.942 But ultimately, and I think this is what

NOTE Confidence: 0.887258889090909

00:12:07.942 --> 00:12:10.365 we we all hope for in the ideal world.

NOTE Confidence: 0.887258889090909

00:12:10.370 --> 00:12:11.721 What we really have is justice and

NOTE Confidence: 0.887258889090909

00:12:11.721 --> 00:12:13.357 by now you probably picked up on the

NOTE Confidence: 0.887258889090909

00:12:13.357 --> 00:12:14.986 fact that the tree in fact represents

NOTE Confidence: 0.887258889090909

00:12:14.986 --> 00:12:16.714 the systems and the structures of

NOTE Confidence: 0.887258889090909

00:12:16.714 --> 00:12:18.238 our organizations and our societies.  
NOTE Confidence: 0.887258889090909

00:12:18.238 --> 00:12:20.818 Right, and so now both people have the  
NOTE Confidence: 0.887258889090909

00:12:20.818 --> 00:12:22.946 same size bladder and actually do for  
NOTE Confidence: 0.887258889090909

00:12:22.946 --> 00:12:25.408 the first time have equal access and  
NOTE Confidence: 0.887258889090909

00:12:25.408 --> 00:12:27.570 opportunity because the fruit has now  
NOTE Confidence: 0.887258889090909

00:12:27.570 --> 00:12:29.420 been distributed towards throughout the  
NOTE Confidence: 0.887258889090909

00:12:29.420 --> 00:12:32.510 tree and the the tree is actually upright.  
NOTE Confidence: 0.887258889090909

00:12:32.510 --> 00:12:35.406 So thinking about what the larger vision I  
NOTE Confidence: 0.887258889090909

00:12:35.406 --> 00:12:38.459 think is can be really important to censure  
NOTE Confidence: 0.887258889090909

00:12:38.459 --> 00:12:41.598 us around what our goals are for DI work.  
NOTE Confidence: 0.887258889090909

00:12:41.600 --> 00:12:43.628 So some contextualizing data as promised.  
NOTE Confidence: 0.887258889090909

00:12:43.630 --> 00:12:45.195 The term underrepresented medicine is  
NOTE Confidence: 0.887258889090909

00:12:45.195 --> 00:12:47.639 probably not a new term for most people,  
NOTE Confidence: 0.887258889090909

00:12:47.640 --> 00:12:49.503 and the way that the AA and C defined  
NOTE Confidence: 0.887258889090909

00:12:49.503 --> 00:12:51.398 this is as those racial ethnic  
NOTE Confidence: 0.887258889090909

00:12:51.398 --> 00:12:52.702 populations that are underrepresented

NOTE Confidence: 0.887258889090909

00:12:52.702 --> 00:12:54.638 in the medical profession relative to

NOTE Confidence: 0.887258889090909

00:12:54.638 --> 00:12:56.688 their numbers in the general population.

NOTE Confidence: 0.887258889090909

00:12:56.688 --> 00:12:59.616 So for the purposes of terminology,

NOTE Confidence: 0.887258889090909

00:12:59.620 --> 00:13:01.678 what that really includes is Hispanic,

NOTE Confidence: 0.887258889090909

00:13:01.680 --> 00:13:03.093 Latin, African American,

NOTE Confidence: 0.887258889090909

00:13:03.093 --> 00:13:05.919 American Indian or Alaskan Native origin,

NOTE Confidence: 0.887258889090909

00:13:05.920 --> 00:13:09.214 as as is depicted by the the double AMC.

NOTE Confidence: 0.887258889090909

00:13:09.220 --> 00:13:10.090 But I will say here.

NOTE Confidence: 0.887258889090909

00:13:10.090 --> 00:13:11.398 So I think this is important.

NOTE Confidence: 0.887258889090909

00:13:11.400 --> 00:13:13.918 That race is a social construct, right?

NOTE Confidence: 0.887258889090909

00:13:13.918 --> 00:13:16.284 The way that we decide to create

NOTE Confidence: 0.887258889090909

00:13:16.284 --> 00:13:18.110 boundaries around different people groups

NOTE Confidence: 0.887258889090909

00:13:18.110 --> 00:13:20.644 is more reflection on society than it

NOTE Confidence: 0.887258889090909

00:13:20.705 --> 00:13:23.140 is necessarily around genetic similarity.

NOTE Confidence: 0.887258889090909

00:13:23.140 --> 00:13:25.534 And of course we can think of many races.

NOTE Confidence: 0.887258889090909

00:13:25.540 --> 00:13:26.304 For example,  
NOTE Confidence: 0.887258889090909

00:13:26.304 --> 00:13:28.596 the Asian race that encompasses so  
NOTE Confidence: 0.887258889090909

00:13:28.596 --> 00:13:30.922 many different kinds of cultures and  
NOTE Confidence: 0.887258889090909

00:13:30.922 --> 00:13:33.172 people from multiple kinds of lineages.  
NOTE Confidence: 0.887258889090909

00:13:33.180 --> 00:13:35.007 So the way that we think about  
NOTE Confidence: 0.887258889090909

00:13:35.007 --> 00:13:37.040 race to begin with is problematic,  
NOTE Confidence: 0.887258889090909

00:13:37.040 --> 00:13:39.137 and so I just want to say that even  
NOTE Confidence: 0.887258889090909

00:13:39.137 --> 00:13:40.980 though you know there's an effort  
NOTE Confidence: 0.887258889090909

00:13:40.980 --> 00:13:42.216 here to just designate.  
NOTE Confidence: 0.887258889090909

00:13:42.220 --> 00:13:43.308 Those who are underrepresented.  
NOTE Confidence: 0.887258889090909

00:13:43.308 --> 00:13:45.124 It's not a perfect thing, right?  
NOTE Confidence: 0.887258889090909

00:13:45.124 --> 00:13:47.848 There's a lot of heterogeneity even  
NOTE Confidence: 0.887258889090909

00:13:47.848 --> 00:13:50.631 within one racial group that them back  
NOTE Confidence: 0.887258889090909

00:13:50.631 --> 00:13:53.135 to our our society's way of trying to  
NOTE Confidence: 0.887258889090909

00:13:53.135 --> 00:13:54.950 to group people and homogenize them.  
NOTE Confidence: 0.887258889090909

00:13:54.950 --> 00:13:57.722 But I will use that term underrepresented

NOTE Confidence: 0.887258889090909  
00:13:57.722 --> 00:14:00.472 because it it is how we have tried  
NOTE Confidence: 0.887258889090909  
00:14:00.472 --> 00:14:03.545 to track how we're doing in terms  
NOTE Confidence: 0.887258889090909  
00:14:03.545 --> 00:14:06.020 of diversifying our our workforce.  
NOTE Confidence: 0.887258889090909  
00:14:06.020 --> 00:14:07.348 Now on the left side of your screen  
NOTE Confidence: 0.887258889090909  
00:14:07.348 --> 00:14:07.910 coming up here,  
NOTE Confidence: 0.887258889090909  
00:14:07.910 --> 00:14:09.905 you'll see a pie chart that represents  
NOTE Confidence: 0.887258889090909  
00:14:09.905 --> 00:14:11.766 the racial ethnic breakdown of the  
NOTE Confidence: 0.887258889090909  
00:14:11.766 --> 00:14:12.398 US population,  
NOTE Confidence: 0.887258889090909  
00:14:12.400 --> 00:14:13.954 and now you'll see a similar graph,  
NOTE Confidence: 0.887258889090909  
00:14:13.960 --> 00:14:15.874 this time on the right that's  
NOTE Confidence: 0.887258889090909  
00:14:15.874 --> 00:14:17.638 depicting the resource and breakdown  
NOTE Confidence: 0.887258889090909  
00:14:17.638 --> 00:14:19.326 of our physician workforce,  
NOTE Confidence: 0.887258889090909  
00:14:19.330 --> 00:14:22.140 and even though this data is a few years old,  
NOTE Confidence: 0.887258889090909  
00:14:22.140 --> 00:14:24.084 it actually hasn't changed  
NOTE Confidence: 0.887258889090909  
00:14:24.084 --> 00:14:25.056 significantly unfortunately,  
NOTE Confidence: 0.887258889090909

00:14:25.060 --> 00:14:25.340 so,  
NOTE Confidence: 0.887258889090909  
00:14:25.340 --> 00:14:27.300 but I'll draw your attention to is  
NOTE Confidence: 0.887258889090909  
00:14:27.300 --> 00:14:29.875 that on the left you'll see that  
NOTE Confidence: 0.887258889090909  
00:14:29.875 --> 00:14:31.825 Hispanic or Latinx individuals comprise  
NOTE Confidence: 0.837821656190476  
00:14:31.888 --> 00:14:34.400 approximately 18% of our population.  
NOTE Confidence: 0.837821656190476  
00:14:34.400 --> 00:14:36.120 We want it comes.  
NOTE Confidence: 0.837821656190476  
00:14:36.120 --> 00:14:38.416 To the percentage of the physician workforce,  
NOTE Confidence: 0.837821656190476  
00:14:38.420 --> 00:14:41.276 there are only 5% similarly for  
NOTE Confidence: 0.837821656190476  
00:14:41.276 --> 00:14:42.704 African American individuals,  
NOTE Confidence: 0.837821656190476  
00:14:42.710 --> 00:14:45.370 13% of our population is only 4%  
NOTE Confidence: 0.837821656190476  
00:14:45.370 --> 00:14:49.746 of our of our our of our workforce.  
NOTE Confidence: 0.837821656190476  
00:14:49.750 --> 00:14:51.360 We also know that if you think  
NOTE Confidence: 0.837821656190476  
00:14:51.360 --> 00:14:53.003 about the various aspects of the  
NOTE Confidence: 0.837821656190476  
00:14:53.003 --> 00:14:54.207 you know academic trajectory,  
NOTE Confidence: 0.837821656190476  
00:14:54.210 --> 00:14:55.788 that that we all go through  
NOTE Confidence: 0.837821656190476  
00:14:55.788 --> 00:14:57.530 to to become a physician.

NOTE Confidence: 0.837821656190476  
00:14:57.530 --> 00:14:59.224 Not only is there this drop off  
NOTE Confidence: 0.837821656190476  
00:14:59.224 --> 00:15:00.829 when it when we go from you,  
NOTE Confidence: 0.837821656190476  
00:15:00.830 --> 00:15:02.120 the overall population  
NOTE Confidence: 0.837821656190476  
00:15:02.120 --> 00:15:03.410 to practicing positions,  
NOTE Confidence: 0.837821656190476  
00:15:03.410 --> 00:15:04.814 but those steps in the middle  
NOTE Confidence: 0.837821656190476  
00:15:04.814 --> 00:15:06.810 to go to medical school then to  
NOTE Confidence: 0.837821656190476  
00:15:06.810 --> 00:15:08.150 pursue residency or fellowship.  
NOTE Confidence: 0.837821656190476  
00:15:08.150 --> 00:15:10.586 We're we're losing people along the way,  
NOTE Confidence: 0.837821656190476  
00:15:10.590 --> 00:15:13.368 right? And there's increased attrition rates.  
NOTE Confidence: 0.837821656190476  
00:15:13.370 --> 00:15:14.762 There's actually a paper that came  
NOTE Confidence: 0.837821656190476  
00:15:14.762 --> 00:15:16.593 out in the New England Journal of  
NOTE Confidence: 0.837821656190476  
00:15:16.593 --> 00:15:18.013 Medicine recently that was looking  
NOTE Confidence: 0.837821656190476  
00:15:18.013 --> 00:15:19.818 at the diversity of US training.  
NOTE Confidence: 0.837821656190476  
00:15:19.820 --> 00:15:22.276 Programs from 2011 to 2019 and in many  
NOTE Confidence: 0.837821656190476  
00:15:22.276 --> 00:15:24.466 cases the numbers have stayed the  
NOTE Confidence: 0.837821656190476

00:15:24.466 --> 00:15:26.728 same in terms of the representation

NOTE Confidence: 0.837821656190476

00:15:26.800 --> 00:15:28.087 of underrepresented individuals

NOTE Confidence: 0.837821656190476

00:15:28.087 --> 00:15:31.090 and some specialties in some of the

NOTE Confidence: 0.837821656190476

00:15:31.090 --> 00:15:32.426 surgical specialties are actually

NOTE Confidence: 0.837821656190476

00:15:32.426 --> 00:15:35.229 a drop off in that in that period,

NOTE Confidence: 0.837821656190476

00:15:35.230 --> 00:15:36.446 which is disheartening considering

NOTE Confidence: 0.837821656190476

00:15:36.446 --> 00:15:38.270 that there's a lot more attention

NOTE Confidence: 0.837821656190476

00:15:38.315 --> 00:15:40.191 paid these days to the importance of

NOTE Confidence: 0.837821656190476

00:15:40.191 --> 00:15:41.490 diverse recruitment and retention.

NOTE Confidence: 0.837821656190476

00:15:41.490 --> 00:15:44.030 So something is happening along

NOTE Confidence: 0.837821656190476

00:15:44.030 --> 00:15:45.614 the trajectory that I think is

NOTE Confidence: 0.837821656190476

00:15:45.614 --> 00:15:47.620 important for us to pay attention to,

NOTE Confidence: 0.837821656190476

00:15:47.620 --> 00:15:50.124 and that brings us to this next topic.

NOTE Confidence: 0.837821656190476

00:15:50.130 --> 00:15:52.362 Found workplace experiences of

NOTE Confidence: 0.837821656190476

00:15:52.362 --> 00:15:54.594 those underrepresented in medicine.

NOTE Confidence: 0.837821656190476

00:15:54.600 --> 00:15:55.810 There are multiple studies and



NOTE Confidence: 0.837821656190476

00:15:55.810 --> 00:15:57.895 a lot of this work has been done

NOTE Confidence: 0.837821656190476

00:15:57.895 --> 00:15:59.255 by Yale Bone Marcelina Snitch,

NOTE Confidence: 0.837821656190476

00:15:59.260 --> 00:16:01.157 who many of you probably know in

NOTE Confidence: 0.837821656190476

00:16:01.157 --> 00:16:03.328 terms of her her work both locally

NOTE Confidence: 0.837821656190476

00:16:03.328 --> 00:16:04.938 and on the national stage,

NOTE Confidence: 0.837821656190476

00:16:04.940 --> 00:16:07.244 and the pursuit of equity and a lot

NOTE Confidence: 0.837821656190476

00:16:07.244 --> 00:16:09.657 of this work has consistently showed

NOTE Confidence: 0.837821656190476

00:16:09.657 --> 00:16:11.896 that physicians who are considered

NOTE Confidence: 0.837821656190476

00:16:11.896 --> 00:16:13.692 underrepresented in medicine have

NOTE Confidence: 0.837821656190476

00:16:13.692 --> 00:16:15.892 very adverse experiences in the

NOTE Confidence: 0.837821656190476

00:16:15.892 --> 00:16:17.544 healthcare workforce and site.

NOTE Confidence: 0.837821656190476

00:16:17.550 --> 00:16:20.238 Things such as lower career satisfaction,

NOTE Confidence: 0.837821656190476

00:16:20.240 --> 00:16:21.725 patrons refusing their care or

NOTE Confidence: 0.837821656190476

00:16:21.725 --> 00:16:23.210 feeling like there's racial bias

NOTE Confidence: 0.837821656190476

00:16:23.259 --> 00:16:24.579 in the academic environment.

NOTE Confidence: 0.837821656190476

00:16:24.580 --> 00:16:27.705 Not feeling supported or adequately  
NOTE Confidence: 0.837821656190476

00:16:27.705 --> 00:16:30.730 recognized on, on and on and on.  
NOTE Confidence: 0.837821656190476

00:16:30.730 --> 00:16:32.146 So what we were interested in,  
NOTE Confidence: 0.837821656190476

00:16:32.150 --> 00:16:33.320 and we meaning a research team  
NOTE Confidence: 0.837821656190476

00:16:33.320 --> 00:16:34.778 as part of a few years ago,  
NOTE Confidence: 0.837821656190476

00:16:34.780 --> 00:16:37.695 was thinking about how underrepresented  
NOTE Confidence: 0.837821656190476

00:16:37.695 --> 00:16:40.610 medicine residents experience their training.  
NOTE Confidence: 0.837821656190476

00:16:40.610 --> 00:16:42.435 Because there was certainly some  
NOTE Confidence: 0.837821656190476

00:16:42.435 --> 00:16:44.703 resource to help us understand those  
NOTE Confidence: 0.837821656190476

00:16:44.703 --> 00:16:46.588 experiences at the faculty level,  
NOTE Confidence: 0.837821656190476

00:16:46.590 --> 00:16:47.928 as well as some literature at  
NOTE Confidence: 0.837821656190476

00:16:47.928 --> 00:16:49.470 the on the medical student side,  
NOTE Confidence: 0.837821656190476

00:16:49.470 --> 00:16:51.550 but not a lot in terms of that grade zone,  
NOTE Confidence: 0.837821656190476

00:16:51.550 --> 00:16:53.574 which we felt like was a really important  
NOTE Confidence: 0.837821656190476

00:16:53.574 --> 00:16:55.434 part of training to understand it's  
NOTE Confidence: 0.837821656190476

00:16:55.434 --> 00:16:57.384 a vulnerable time where people are,

NOTE Confidence: 0.837821656190476  
00:16:57.390 --> 00:16:59.832 in some ways being kind of  
NOTE Confidence: 0.837821656190476  
00:16:59.832 --> 00:17:01.460 initiated into this new.  
NOTE Confidence: 0.837821656190476  
00:17:01.460 --> 00:17:03.152 Difficulty of their choice and and  
NOTE Confidence: 0.837821656190476  
00:17:03.152 --> 00:17:04.653 learning a lot about professional  
NOTE Confidence: 0.837821656190476  
00:17:04.653 --> 00:17:07.157 identity and what their place is within a  
NOTE Confidence: 0.837821656190476  
00:17:07.157 --> 00:17:09.379 larger institution and a larger profession.  
NOTE Confidence: 0.837821656190476  
00:17:09.380 --> 00:17:12.318 So we wanted to understand how black  
NOTE Confidence: 0.837821656190476  
00:17:12.318 --> 00:17:14.586 and brown residents really felt about  
NOTE Confidence: 0.837821656190476  
00:17:14.586 --> 00:17:16.370 their experiences and residency.  
NOTE Confidence: 0.837821656190476  
00:17:16.370 --> 00:17:18.266 So towards that end we conducted  
NOTE Confidence: 0.837821656190476  
00:17:18.266 --> 00:17:19.530 some semi structured interviews  
NOTE Confidence: 0.837821656190476  
00:17:19.585 --> 00:17:20.920 or used an interview guide.  
NOTE Confidence: 0.837821656190476  
00:17:20.920 --> 00:17:22.858 But also we're free to kind  
NOTE Confidence: 0.837821656190476  
00:17:22.858 --> 00:17:24.150 of deviate and probe  
NOTE Confidence: 0.835012075294118  
00:17:24.217 --> 00:17:26.293 on themes as they were identified  
NOTE Confidence: 0.835012075294118

00:17:26.293 --> 00:17:29.660 by our our group of residents.  
NOTE Confidence: 0.835012075294118

00:17:29.660 --> 00:17:31.508 We interviewed people who.  
NOTE Confidence: 0.835012075294118

00:17:31.508 --> 00:17:34.280 Met the double AMC criteria for.  
NOTE Confidence: 0.835012075294118

00:17:34.280 --> 00:17:36.320 Kind of represented medicine.  
NOTE Confidence: 0.835012075294118

00:17:36.320 --> 00:17:38.360 Primarily African American people.  
NOTE Confidence: 0.835012075294118

00:17:38.360 --> 00:17:39.998 And then we conducted interviews until  
NOTE Confidence: 0.835012075294118

00:17:39.998 --> 00:17:41.979 we reach any kind of thematic saturation  
NOTE Confidence: 0.835012075294118

00:17:41.979 --> 00:17:43.925 where we no longer felt like there  
NOTE Confidence: 0.835012075294118

00:17:43.979 --> 00:17:45.635 were new things that were arising.  
NOTE Confidence: 0.835012075294118

00:17:45.640 --> 00:17:48.030 And then we just took a look at our data.  
NOTE Confidence: 0.835012075294118

00:17:48.030 --> 00:17:51.080 We had a group of 3/3 of us on the  
NOTE Confidence: 0.835012075294118

00:17:51.080 --> 00:17:53.645 team who looked at the the subsequent  
NOTE Confidence: 0.835012075294118

00:17:53.645 --> 00:17:55.510 interviews to really find recurrent  
NOTE Confidence: 0.835012075294118

00:17:55.571 --> 00:17:57.316 themes that we could identify.  
NOTE Confidence: 0.835012075294118

00:17:57.320 --> 00:17:59.518 The overarching narrative and this is a  
NOTE Confidence: 0.835012075294118

00:17:59.518 --> 00:18:02.180 little bit of our our our interview guide,

NOTE Confidence: 0.835012075294118  
00:18:02.180 --> 00:18:04.493 so a lot of it was fairly open ended.  
NOTE Confidence: 0.835012075294118  
00:18:04.500 --> 00:18:06.870 Asking people to share about  
NOTE Confidence: 0.835012075294118  
00:18:06.870 --> 00:18:07.818 their experiences,  
NOTE Confidence: 0.835012075294118  
00:18:07.820 --> 00:18:10.964 what they feel like it might be to  
NOTE Confidence: 0.835012075294118  
00:18:10.964 --> 00:18:12.852 be underrepresented in medicine and  
NOTE Confidence: 0.835012075294118  
00:18:12.852 --> 00:18:15.783 to give some examples of of how race  
NOTE Confidence: 0.835012075294118  
00:18:15.783 --> 00:18:18.088 was relevant to their experience.  
NOTE Confidence: 0.835012075294118  
00:18:18.090 --> 00:18:20.232 We ended up publishing this study  
NOTE Confidence: 0.835012075294118  
00:18:20.232 --> 00:18:21.236 back in 2018.  
NOTE Confidence: 0.835012075294118  
00:18:21.236 --> 00:18:23.810 I think it was and this was a kind  
NOTE Confidence: 0.835012075294118  
00:18:23.890 --> 00:18:25.969 of a sense of our our sample.  
NOTE Confidence: 0.835012075294118  
00:18:25.970 --> 00:18:28.910 So we talked to 27 residents who  
NOTE Confidence: 0.835012075294118  
00:18:28.910 --> 00:18:31.210 represented 21 different institutions,  
NOTE Confidence: 0.835012075294118  
00:18:31.210 --> 00:18:33.390 56% identified as female, 40%,  
NOTE Confidence: 0.835012075294118  
00:18:33.390 --> 00:18:35.530 forty, 4% identified as male.  
NOTE Confidence: 0.835012075294118

00:18:35.530 --> 00:18:36.630 The majority, as I noted,  
NOTE Confidence: 0.835012075294118

00:18:36.630 --> 00:18:38.382 were African American and we had  
NOTE Confidence: 0.835012075294118

00:18:38.382 --> 00:18:40.468 a good group of of specialties  
NOTE Confidence: 0.835012075294118

00:18:40.468 --> 00:18:42.598 represented to all medical specialties  
NOTE Confidence: 0.835012075294118

00:18:42.598 --> 00:18:45.039 across the folks that we talked to.  
NOTE Confidence: 0.835012075294118

00:18:45.040 --> 00:18:46.798 And for the next session here,  
NOTE Confidence: 0.835012075294118

00:18:46.800 --> 00:18:48.392 I just want to talk a little bit  
NOTE Confidence: 0.835012075294118

00:18:48.392 --> 00:18:49.852 about what we learned when we  
NOTE Confidence: 0.835012075294118

00:18:49.852 --> 00:18:51.112 we spoke with these residents.  
NOTE Confidence: 0.835012075294118

00:18:51.120 --> 00:18:53.886 Our team ultimately boiled it down  
NOTE Confidence: 0.835012075294118

00:18:53.886 --> 00:18:56.929 to three teams that could really.  
NOTE Confidence: 0.835012075294118

00:18:56.930 --> 00:18:59.348 Populate the experiences of these folks.  
NOTE Confidence: 0.835012075294118

00:18:59.350 --> 00:19:01.228 The first was common racial bias.  
NOTE Confidence: 0.835012075294118

00:19:01.230 --> 00:19:03.225 The second was role of race ambassador,  
NOTE Confidence: 0.835012075294118

00:19:03.230 --> 00:19:05.630 which I'll explain and then thirdly,  
NOTE Confidence: 0.835012075294118

00:19:05.630 --> 00:19:07.934 the pressure to cover racial identities

NOTE Confidence: 0.835012075294118  
00:19:07.934 --> 00:19:10.550 will also go into in more detail.  
NOTE Confidence: 0.835012075294118  
00:19:10.550 --> 00:19:12.769 I think by far the most common  
NOTE Confidence: 0.835012075294118  
00:19:12.769 --> 00:19:14.130 theme was around bias,  
NOTE Confidence: 0.835012075294118  
00:19:14.130 --> 00:19:15.870 both implicit and explicit,  
NOTE Confidence: 0.835012075294118  
00:19:15.870 --> 00:19:17.610 but primarily implicit bias,  
NOTE Confidence: 0.835012075294118  
00:19:17.610 --> 00:19:19.311 and there are a few sub themes  
NOTE Confidence: 0.835012075294118  
00:19:19.311 --> 00:19:21.327 that kind of shed light on what  
NOTE Confidence: 0.835012075294118  
00:19:21.327 --> 00:19:22.862 that meant for these trainees.  
NOTE Confidence: 0.835012075294118  
00:19:22.870 --> 00:19:24.430 First was what we call the  
NOTE Confidence: 0.835012075294118  
00:19:24.430 --> 00:19:25.470 assumptions of lower status,  
NOTE Confidence: 0.835012075294118  
00:19:25.470 --> 00:19:28.242 whereby the black and brown residents  
NOTE Confidence: 0.835012075294118  
00:19:28.242 --> 00:19:30.090 were very frequently mistaken  
NOTE Confidence: 0.835012075294118  
00:19:30.167 --> 00:19:32.169 to be any member of the team,  
NOTE Confidence: 0.835012075294118  
00:19:32.170 --> 00:19:33.406 but the physician,  
NOTE Confidence: 0.835012075294118  
00:19:33.406 --> 00:19:36.290 so they were called food transport workers.  
NOTE Confidence: 0.835012075294118

00:19:36.290 --> 00:19:37.794 You know, medical assistants,  
NOTE Confidence: 0.835012075294118

00:19:37.794 --> 00:19:40.050 people who are supporting the team,  
NOTE Confidence: 0.835012075294118

00:19:40.050 --> 00:19:41.482 people who have integral.  
NOTE Confidence: 0.835012075294118

00:19:41.482 --> 00:19:44.759 Goals of course to the whole healthcare team,  
NOTE Confidence: 0.835012075294118

00:19:44.760 --> 00:19:47.256 but despite attempts to really assert  
NOTE Confidence: 0.835012075294118

00:19:47.256 --> 00:19:49.580 their identity into where you know,  
NOTE Confidence: 0.835012075294118

00:19:49.580 --> 00:19:51.485 stethoscope around their neck badge  
NOTE Confidence: 0.835012075294118

00:19:51.485 --> 00:19:54.120 with the MD label very prominent,  
NOTE Confidence: 0.835012075294118

00:19:54.120 --> 00:19:57.585 it seems that patient families in some  
NOTE Confidence: 0.835012075294118

00:19:57.585 --> 00:20:00.006 cases other members of the care team  
NOTE Confidence: 0.835012075294118

00:20:00.006 --> 00:20:02.359 really had a hard time seeing me.  
NOTE Confidence: 0.835012075294118

00:20:02.360 --> 00:20:04.020 Black and brown residents at  
NOTE Confidence: 0.835012075294118

00:20:04.020 --> 00:20:06.269 physicians and as leaders of the team.  
NOTE Confidence: 0.835012075294118

00:20:06.270 --> 00:20:07.854 And you seen that that those  
NOTE Confidence: 0.835012075294118

00:20:07.854 --> 00:20:09.492 quotes there I've never been called  
NOTE Confidence: 0.835012075294118

00:20:09.492 --> 00:20:11.347 transport so many times in my life.



NOTE Confidence: 0.835012075294118  
00:20:11.350 --> 00:20:12.710 I've been confused for janitors,  
NOTE Confidence: 0.835012075294118  
00:20:12.710 --> 00:20:13.484 food service worker.  
NOTE Confidence: 0.835012075294118  
00:20:13.484 --> 00:20:15.290 Even when I go in a room,  
NOTE Confidence: 0.835012075294118  
00:20:15.290 --> 00:20:16.600 I introduce myself like always  
NOTE Confidence: 0.835012075294118  
00:20:16.600 --> 00:20:18.329 when I first walk in a room.  
NOTE Confidence: 0.835012075294118  
00:20:18.330 --> 00:20:18.577 Hello,  
NOTE Confidence: 0.835012075294118  
00:20:18.577 --> 00:20:20.800 I'm doctor so and so and it's like they  
NOTE Confidence: 0.820707158461539  
00:20:20.859 --> 00:20:22.710 don't hear that. So really the  
NOTE Confidence: 0.820707158461539  
00:20:22.710 --> 00:20:24.030 sense of cognitive dissonance,  
NOTE Confidence: 0.820707158461539  
00:20:24.030 --> 00:20:25.932 which was very disheartening for our  
NOTE Confidence: 0.820707158461539  
00:20:25.932 --> 00:20:28.198 residents and made them feel like they  
NOTE Confidence: 0.820707158461539  
00:20:28.198 --> 00:20:30.070 they didn't belong in the environment.  
NOTE Confidence: 0.820707158461539  
00:20:30.070 --> 00:20:31.816 Another form of implicit bias is  
NOTE Confidence: 0.820707158461539  
00:20:31.816 --> 00:20:33.750 what we termed alien ones on land,  
NOTE Confidence: 0.820707158461539  
00:20:33.750 --> 00:20:36.282 so these were generally people from  
NOTE Confidence: 0.820707158461539

00:20:36.282 --> 00:20:38.850 Hispanic or Latin next background.  
NOTE Confidence: 0.820707158461539

00:20:38.850 --> 00:20:41.814 Who had names that were not  
NOTE Confidence: 0.820707158461539

00:20:41.814 --> 00:20:43.814 common Anglo-Saxon names in the  
NOTE Confidence: 0.820707158461539

00:20:43.814 --> 00:20:45.694 States and so you know.  
NOTE Confidence: 0.820707158461539

00:20:45.700 --> 00:20:48.910 People often from patients making comments.  
NOTE Confidence: 0.820707158461539

00:20:48.910 --> 00:20:50.968 Hey, can I just call you Bob  
NOTE Confidence: 0.820707158461539

00:20:50.968 --> 00:20:52.509 or saying things like wow,  
NOTE Confidence: 0.820707158461539

00:20:52.510 --> 00:20:53.630 that last name is different?  
NOTE Confidence: 0.820707158461539

00:20:53.630 --> 00:20:55.540 How do I say where is that from doing this?  
NOTE Confidence: 0.820707158461539

00:20:55.540 --> 00:20:56.485 Your first language?  
NOTE Confidence: 0.820707158461539

00:20:56.485 --> 00:20:57.745 Where are you from?  
NOTE Confidence: 0.820707158461539

00:20:57.750 --> 00:20:59.820 And this resident who is actually  
NOTE Confidence: 0.820707158461539

00:20:59.820 --> 00:21:01.513 Mexican American whose family had  
NOTE Confidence: 0.820707158461539

00:21:01.513 --> 00:21:03.312 been in the US for four generations  
NOTE Confidence: 0.820707158461539

00:21:03.312 --> 00:21:05.306 and was very proud of his culture.  
NOTE Confidence: 0.820707158461539

00:21:05.310 --> 00:21:05.674 Also,

NOTE Confidence: 0.820707158461539  
00:21:05.674 --> 00:21:08.586 you know very much identified as an American.  
NOTE Confidence: 0.820707158461539  
00:21:08.590 --> 00:21:10.312 And this is really sharing how  
NOTE Confidence: 0.820707158461539  
00:21:10.312 --> 00:21:12.105 they would not just access Texas  
NOTE Confidence: 0.820707158461539  
00:21:12.105 --> 00:21:13.869 when he says I'm from Texas,  
NOTE Confidence: 0.820707158461539  
00:21:13.870 --> 00:21:16.173 they always kind of following up with  
NOTE Confidence: 0.820707158461539  
00:21:16.173 --> 00:21:18.072 with more questions and making it  
NOTE Confidence: 0.820707158461539  
00:21:18.072 --> 00:21:20.053 seem like because he had a Hispanic  
NOTE Confidence: 0.820707158461539  
00:21:20.113 --> 00:21:22.010 last name he could not be American  
NOTE Confidence: 0.820707158461539  
00:21:22.010 --> 00:21:25.220 and in other forms of bias like that.  
NOTE Confidence: 0.820707158461539  
00:21:25.220 --> 00:21:27.516 We also saw what we called assumptions  
NOTE Confidence: 0.820707158461539  
00:21:27.516 --> 00:21:29.200 of similarities of similarity,  
NOTE Confidence: 0.820707158461539  
00:21:29.200 --> 00:21:30.952 and this was the idea that for many  
NOTE Confidence: 0.820707158461539  
00:21:30.952 --> 00:21:32.799 of our black and brown residents,  
NOTE Confidence: 0.820707158461539  
00:21:32.800 --> 00:21:34.588 they found that they were confused  
NOTE Confidence: 0.820707158461539  
00:21:34.588 --> 00:21:36.371 for other residents of the program  
NOTE Confidence: 0.820707158461539

00:21:36.371 --> 00:21:37.979 who are also black and brown.  
NOTE Confidence: 0.820707158461539

00:21:37.980 --> 00:21:40.650 Even if they didn't look very  
NOTE Confidence: 0.820707158461539

00:21:40.650 --> 00:21:41.787 similar in this quote,  
NOTE Confidence: 0.820707158461539

00:21:41.787 --> 00:21:43.390 this is on a surgical resident who  
NOTE Confidence: 0.820707158461539

00:21:43.446 --> 00:21:44.895 says six of us are black women.  
NOTE Confidence: 0.820707158461539

00:21:44.900 --> 00:21:46.700 They're constantly interchanging our names,  
NOTE Confidence: 0.820707158461539

00:21:46.700 --> 00:21:47.780 constantly interchanging people  
NOTE Confidence: 0.820707158461539

00:21:47.780 --> 00:21:49.580 that don't even look alike.  
NOTE Confidence: 0.820707158461539

00:21:49.580 --> 00:21:51.578 People that it's like I was in your surgery.  
NOTE Confidence: 0.820707158461539

00:21:51.580 --> 00:21:53.900 I was in your 8 hours surgery the other day.  
NOTE Confidence: 0.820707158461539

00:21:53.900 --> 00:21:54.932 Your eight hour surgery.  
NOTE Confidence: 0.820707158461539

00:21:54.932 --> 00:21:56.820 And you do not know my name.  
NOTE Confidence: 0.820707158461539

00:21:56.820 --> 00:21:57.464 So again,  
NOTE Confidence: 0.820707158461539

00:21:57.464 --> 00:21:59.396 another theme that really made folks  
NOTE Confidence: 0.820707158461539

00:21:59.396 --> 00:22:01.957 feel like they did not belong at the  
NOTE Confidence: 0.820707158461539

00:22:01.957 --> 00:22:03.936 institution that people around many

NOTE Confidence: 0.820707158461539  
00:22:03.936 --> 00:22:07.100 cases were even sometimes you know the  
NOTE Confidence: 0.820707158461539  
00:22:07.188 --> 00:22:09.434 program leader who program director  
NOTE Confidence: 0.820707158461539  
00:22:09.434 --> 00:22:11.702 who was engaged engaging this kind  
NOTE Confidence: 0.820707158461539  
00:22:11.702 --> 00:22:14.109 of behavior to not know the names  
NOTE Confidence: 0.820707158461539  
00:22:14.109 --> 00:22:17.047 and really added to that sense of isolation.  
NOTE Confidence: 0.820707158461539  
00:22:17.050 --> 00:22:18.760 And I might commonly there  
NOTE Confidence: 0.820707158461539  
00:22:18.760 --> 00:22:20.470 were forms of explicit bias.  
NOTE Confidence: 0.820707158461539  
00:22:20.470 --> 00:22:22.228 For example this resident who said  
NOTE Confidence: 0.820707158461539  
00:22:22.228 --> 00:22:24.519 someone like who had a patient statement.  
NOTE Confidence: 0.820707158461539  
00:22:24.520 --> 00:22:24.982 Excuse me,  
NOTE Confidence: 0.820707158461539  
00:22:24.982 --> 00:22:26.137 Someone Like You should go  
NOTE Confidence: 0.820707158461539  
00:22:26.137 --> 00:22:27.520 back to where you came from.  
NOTE Confidence: 0.820707158461539  
00:22:27.520 --> 00:22:29.242 You people come and you take our  
NOTE Confidence: 0.820707158461539  
00:22:29.242 --> 00:22:31.149 places and you take our jobs and  
NOTE Confidence: 0.820707158461539  
00:22:31.149 --> 00:22:32.539 you don't even have citizenship  
NOTE Confidence: 0.820707158461539

00:22:32.539 --> 00:22:34.389 and you don't even speak English,  
NOTE Confidence: 0.820707158461539

00:22:34.390 --> 00:22:35.820 so you know clearly nothing,  
NOTE Confidence: 0.820707158461539

00:22:35.820 --> 00:22:37.770 nothing implicit or unconscious about this,  
NOTE Confidence: 0.820707158461539

00:22:37.770 --> 00:22:39.075 just hateful language.  
NOTE Confidence: 0.820707158461539

00:22:39.075 --> 00:22:41.685 And the resident described having to  
NOTE Confidence: 0.820707158461539

00:22:41.685 --> 00:22:44.258 continue on to go through their day  
NOTE Confidence: 0.820707158461539

00:22:44.258 --> 00:22:46.350 despite having an encounter like this,  
NOTE Confidence: 0.820707158461539

00:22:46.350 --> 00:22:47.570 which was.  
NOTE Confidence: 0.820707158461539

00:22:47.570 --> 00:22:49.400 Work very challenging.  
NOTE Confidence: 0.820707158461539

00:22:49.400 --> 00:22:51.764 We also found that despite the  
NOTE Confidence: 0.820707158461539

00:22:51.764 --> 00:22:54.020 relative frequency of these episodes,  
NOTE Confidence: 0.820707158461539

00:22:54.020 --> 00:22:55.965 very few residents actually did  
NOTE Confidence: 0.820707158461539

00:22:55.965 --> 00:22:58.273 anything to share this with their  
NOTE Confidence: 0.820707158461539

00:22:58.273 --> 00:23:00.617 program or to arc it up the chain,  
NOTE Confidence: 0.820707158461539

00:23:00.620 --> 00:23:02.090 and oftentimes they either would  
NOTE Confidence: 0.820707158461539

00:23:02.090 --> 00:23:04.471 kind of go home and perhaps talk to

NOTE Confidence: 0.820707158461539  
00:23:04.471 --> 00:23:06.452 a partner or friend about what was  
NOTE Confidence: 0.870689353636363  
00:23:06.510 --> 00:23:09.390 going on, or have an internal support  
NOTE Confidence: 0.870689353636363  
00:23:09.390 --> 00:23:11.783 system among other residents who  
NOTE Confidence: 0.870689353636363  
00:23:11.783 --> 00:23:13.226 identified as underrepresented.  
NOTE Confidence: 0.870689353636363  
00:23:13.230 --> 00:23:15.174 And when we asked why there is no follow  
NOTE Confidence: 0.870689353636363  
00:23:15.174 --> 00:23:17.373 up and why they didn't share that these  
NOTE Confidence: 0.870689353636363  
00:23:17.373 --> 00:23:19.460 kinds of incidents with program leadership.  
NOTE Confidence: 0.870689353636363  
00:23:19.460 --> 00:23:21.364 A lot of it came down through  
NOTE Confidence: 0.870689353636363  
00:23:21.364 --> 00:23:22.180 these three reasons.  
NOTE Confidence: 0.870689353636363  
00:23:22.180 --> 00:23:23.650 One was fear of repercussions  
NOTE Confidence: 0.870689353636363  
00:23:23.650 --> 00:23:25.842 and just the fear that there is  
NOTE Confidence: 0.870689353636363  
00:23:25.842 --> 00:23:27.497 a tuition was very hierarchical.  
NOTE Confidence: 0.870689353636363  
00:23:27.500 --> 00:23:29.228 One in turn, said when you're  
NOTE Confidence: 0.870689353636363  
00:23:29.228 --> 00:23:31.160 at a certain level of training.  
NOTE Confidence: 0.870689353636363  
00:23:31.160 --> 00:23:32.917 You don't have clouds really stick out  
NOTE Confidence: 0.870689353636363

00:23:32.917 --> 00:23:35.216 your neck and say you're totally out of line.

NOTE Confidence: 0.870689353636363

00:23:35.220 --> 00:23:37.050 There's also some skepticism that

NOTE Confidence: 0.870689353636363

00:23:37.050 --> 00:23:38.880 speaking up would actually lead

NOTE Confidence: 0.870689353636363

00:23:38.940 --> 00:23:40.800 to any kind of measurable change.

NOTE Confidence: 0.870689353636363

00:23:40.800 --> 00:23:42.270 Someone said I brought up in the

NOTE Confidence: 0.870689353636363

00:23:42.270 --> 00:23:43.819 past and just kind of puts aside.

NOTE Confidence: 0.870689353636363

00:23:43.820 --> 00:23:46.620 So sort of the mindset of why bother

NOTE Confidence: 0.870689353636363

00:23:46.620 --> 00:23:48.588 and then time and energy expenditure,

NOTE Confidence: 0.870689353636363

00:23:48.590 --> 00:23:50.160 which I found really moving.

NOTE Confidence: 0.870689353636363

00:23:50.160 --> 00:23:50.724 This idea,

NOTE Confidence: 0.870689353636363

00:23:50.724 --> 00:23:52.134 that residency in general requires

NOTE Confidence: 0.870689353636363

00:23:52.134 --> 00:23:53.823 a lot of emotional bandwidth and

NOTE Confidence: 0.870689353636363

00:23:53.823 --> 00:23:56.130 so to kind of fit with the program.

NOTE Confidence: 0.870689353636363

00:23:56.130 --> 00:23:56.620 Director,

NOTE Confidence: 0.870689353636363

00:23:56.620 --> 00:23:59.070 director talk to someone and

NOTE Confidence: 0.870689353636363

00:23:59.070 --> 00:24:01.330 ombudsman about what's going on.



NOTE Confidence: 0.870689353636363

00:24:01.330 --> 00:24:03.772 Just it just felt like an

NOTE Confidence: 0.870689353636363

00:24:03.772 --> 00:24:05.400 additional expenditure of emotional

NOTE Confidence: 0.870689353636363

00:24:05.473 --> 00:24:07.008 energy as well as time,

NOTE Confidence: 0.870689353636363

00:24:07.010 --> 00:24:08.718 and I think the resident put it

NOTE Confidence: 0.870689353636363

00:24:08.718 --> 00:24:10.399 very well in this last quote.

NOTE Confidence: 0.870689353636363

00:24:10.400 --> 00:24:11.942 That's the hottest piece of currency

NOTE Confidence: 0.870689353636363

00:24:11.942 --> 00:24:14.108 that I own in residency is my time.

NOTE Confidence: 0.870689353636363

00:24:14.110 --> 00:24:16.190 I don't want to spend it reliving something.

NOTE Confidence: 0.870180980952381

00:24:18.700 --> 00:24:21.192 Our second theme was around the World

NOTE Confidence: 0.870180980952381

00:24:21.192 --> 00:24:23.884 Race ambassador and some of you may be

NOTE Confidence: 0.870180980952381

00:24:23.884 --> 00:24:25.760 familiar with the term minority tax,

NOTE Confidence: 0.870180980952381

00:24:25.760 --> 00:24:27.320 which is is this idea that,

NOTE Confidence: 0.870180980952381

00:24:27.320 --> 00:24:28.832 particularly in academic settings,

NOTE Confidence: 0.870180980952381

00:24:28.832 --> 00:24:31.648 what can happen is that for folks

NOTE Confidence: 0.870180980952381

00:24:31.648 --> 00:24:33.596 who are racially underrepresented,

NOTE Confidence: 0.870180980952381

00:24:33.600 --> 00:24:35.502 there's an increased burden to do  
NOTE Confidence: 0.870180980952381

00:24:35.502 --> 00:24:38.060 things like join a diversity Committee,  
NOTE Confidence: 0.870180980952381

00:24:38.060 --> 00:24:40.650 help recruit and retain certain  
NOTE Confidence: 0.870180980952381

00:24:40.650 --> 00:24:42.722 individuals from diverse backgrounds,  
NOTE Confidence: 0.870180980952381

00:24:42.730 --> 00:24:44.462 mentor and advise students  
NOTE Confidence: 0.870180980952381

00:24:44.462 --> 00:24:46.194 or trainees of color.  
NOTE Confidence: 0.870180980952381

00:24:46.200 --> 00:24:48.798 So all these sort of added tasks, or.  
NOTE Confidence: 0.870180980952381

00:24:48.798 --> 00:24:50.630 Our efforts that historically  
NOTE Confidence: 0.870180980952381

00:24:50.630 --> 00:24:52.462 haven't been compensated have  
NOTE Confidence: 0.870180980952381

00:24:52.462 --> 00:24:54.538 that haven't come with time,  
NOTE Confidence: 0.870180980952381

00:24:54.540 --> 00:24:56.760 collective time or compensation, right?  
NOTE Confidence: 0.870180980952381

00:24:56.760 --> 00:25:00.008 And so thinking about how that task can  
NOTE Confidence: 0.870180980952381

00:25:00.008 --> 00:25:02.339 actually downstream really affect things  
NOTE Confidence: 0.870180980952381

00:25:02.339 --> 00:25:04.749 like promotion and and recognition.  
NOTE Confidence: 0.870180980952381

00:25:04.750 --> 00:25:06.688 And what we thought was interesting  
NOTE Confidence: 0.870180980952381

00:25:06.688 --> 00:25:08.772 is that while that that phenomenon

NOTE Confidence: 0.870180980952381  
00:25:08.772 --> 00:25:10.962 has been well described in the  
NOTE Confidence: 0.870180980952381  
00:25:10.962 --> 00:25:12.710 literature for faculty members,  
NOTE Confidence: 0.870180980952381  
00:25:12.710 --> 00:25:14.270 we actually thought that the  
NOTE Confidence: 0.870180980952381  
00:25:14.270 --> 00:25:15.518 residents themselves were vocalizing  
NOTE Confidence: 0.870180980952381  
00:25:15.518 --> 00:25:17.048 a lot of these same themes.  
NOTE Confidence: 0.870180980952381  
00:25:17.050 --> 00:25:19.342 We talked to residents who are, you know.  
NOTE Confidence: 0.870180980952381  
00:25:19.342 --> 00:25:21.422 Entirely developing and running a  
NOTE Confidence: 0.870180980952381  
00:25:21.422 --> 00:25:23.800 HealthEquity curriculum at their institution.  
NOTE Confidence: 0.870180980952381  
00:25:23.800 --> 00:25:25.726 Because there was no faculty member  
NOTE Confidence: 0.870180980952381  
00:25:25.726 --> 00:25:27.403 who felt comfortable with that  
NOTE Confidence: 0.870180980952381  
00:25:27.403 --> 00:25:29.063 material who are leading diversity  
NOTE Confidence: 0.870180980952381  
00:25:29.063 --> 00:25:31.185 committees who are felt like they  
NOTE Confidence: 0.870180980952381  
00:25:31.185 --> 00:25:32.661 had increased responsibilities to  
NOTE Confidence: 0.870180980952381  
00:25:32.661 --> 00:25:34.434 educate their peers around diversity,  
NOTE Confidence: 0.870180980952381  
00:25:34.434 --> 00:25:35.316 equity, and inclusion.  
NOTE Confidence: 0.870180980952381

00:25:35.316 --> 00:25:38.190 So a lot of work that was being done that  
NOTE Confidence: 0.870180980952381

00:25:38.190 --> 00:25:40.520 again wasn't given time or or compensation,  
NOTE Confidence: 0.870180980952381

00:25:40.520 --> 00:25:41.920 and one resident put it this way.  
NOTE Confidence: 0.870180980952381

00:25:41.920 --> 00:25:43.870 The black people are asked to  
NOTE Confidence: 0.870180980952381

00:25:43.870 --> 00:25:46.239 to fix the black black problem,  
NOTE Confidence: 0.870180980952381

00:25:46.240 --> 00:25:47.674 but we also noticed was that  
NOTE Confidence: 0.870180980952381

00:25:47.674 --> 00:25:49.089 there was really a lack of.  
NOTE Confidence: 0.870180980952381

00:25:49.090 --> 00:25:52.910 The long term plan when it came to DI work,  
NOTE Confidence: 0.870180980952381

00:25:52.910 --> 00:25:55.334 and in many cases we felt that there  
NOTE Confidence: 0.870180980952381

00:25:55.334 --> 00:25:56.911 was this institutional abdication  
NOTE Confidence: 0.870180980952381

00:25:56.911 --> 00:25:59.166 of responsibility when it came  
NOTE Confidence: 0.870180980952381

00:25:59.166 --> 00:26:01.854 to having a strategic plan or  
NOTE Confidence: 0.870180980952381

00:26:01.854 --> 00:26:03.959 vision for improving the issues,  
NOTE Confidence: 0.870180980952381

00:26:03.960 --> 00:26:05.584 and it was made it very vulnerable  
NOTE Confidence: 0.870180980952381

00:26:05.584 --> 00:26:07.077 because in many cases there would  
NOTE Confidence: 0.870180980952381

00:26:07.077 --> 00:26:08.577 be one attending or one resident

NOTE Confidence: 0.870180980952381

00:26:08.577 --> 00:26:09.864 who was really passionate about

NOTE Confidence: 0.870180980952381

00:26:09.864 --> 00:26:11.932 the work and who would be doing it.

NOTE Confidence: 0.870180980952381

00:26:11.932 --> 00:26:13.708 Then when that person would leave,

NOTE Confidence: 0.870180980952381

00:26:13.710 --> 00:26:15.518 as you can see in that second quote,

NOTE Confidence: 0.870180980952381

00:26:15.520 --> 00:26:17.704 a black attendant who was very involved

NOTE Confidence: 0.870180980952381

00:26:17.704 --> 00:26:19.383 in recruitment left to another.

NOTE Confidence: 0.870180980952381

00:26:19.383 --> 00:26:21.388 Is the 2000 and since he's left

NOTE Confidence: 0.870180980952381

00:26:21.388 --> 00:26:22.810 without that voice on the table,

NOTE Confidence: 0.870180980952381

00:26:22.810 --> 00:26:24.575 there's few and everything sort

NOTE Confidence: 0.870180980952381

00:26:24.575 --> 00:26:25.634 of falls apart,

NOTE Confidence: 0.870180980952381

00:26:25.640 --> 00:26:28.550 so not not very sustainable in

NOTE Confidence: 0.870180980952381

00:26:28.550 --> 00:26:31.020 terms of prioritizing DI work.

NOTE Confidence: 0.870180980952381

00:26:31.020 --> 00:26:32.290 And then it's glass beam.

NOTE Confidence: 0.870180980952381

00:26:32.290 --> 00:26:34.276 Thirdly, is around pressure to cover.

NOTE Confidence: 0.870180980952381

00:26:34.280 --> 00:26:36.740 And this is a term that was

NOTE Confidence: 0.870180980952381

00:26:36.740 --> 00:26:38.540 conceptualized by Kenji Yoshino.  
NOTE Confidence: 0.870180980952381

00:26:38.540 --> 00:26:41.612 That legal scholar and he talked  
NOTE Confidence: 0.870180980952381

00:26:41.612 --> 00:26:44.687 about covering as this attempt to  
NOTE Confidence: 0.870180980952381

00:26:44.687 --> 00:26:47.104 play down identities that are outside  
NOTE Confidence: 0.870180980952381

00:26:47.104 --> 00:26:49.580 the mainstream in order to blend in.  
NOTE Confidence: 0.870180980952381

00:26:49.580 --> 00:26:51.302 And we definitely found that theme  
NOTE Confidence: 0.870180980952381

00:26:51.302 --> 00:26:53.009 with the residents that we spoke  
NOTE Confidence: 0.870180980952381

00:26:53.009 --> 00:26:54.521 to where they felt like predicting  
NOTE Confidence: 0.870180980952381

00:26:54.521 --> 00:26:56.110 when it came to external factors  
NOTE Confidence: 0.870180980952381

00:26:56.110 --> 00:26:58.041 such as hair or clothing or speech.  
NOTE Confidence: 0.870180980952381

00:26:58.041 --> 00:27:00.327 There's this attempt to to be  
NOTE Confidence: 0.870180980952381

00:27:00.327 --> 00:27:02.548 very mindful of how they were.  
NOTE Confidence: 0.870180980952381

00:27:02.550 --> 00:27:03.852 With that team,  
NOTE Confidence: 0.870180980952381

00:27:03.852 --> 00:27:05.588 and oftentimes that hypervigilance  
NOTE Confidence: 0.870180980952381

00:27:05.588 --> 00:27:07.732 was related to experiences that  
NOTE Confidence: 0.870180980952381

00:27:07.732 --> 00:27:10.036 they had in that first quote.

NOTE Confidence: 0.870180980952381

00:27:10.040 --> 00:27:12.116 This is a biracial resident who

NOTE Confidence: 0.870180980952381

00:27:12.116 --> 00:27:14.552 one parent is black and one parent

NOTE Confidence: 0.870180980952381

00:27:14.552 --> 00:27:16.834 is white and he wears his natural

NOTE Confidence: 0.857559575666667

00:27:16.904 --> 00:27:19.672 hair in an Afro and oftentimes pulled in

NOTE Confidence: 0.857559575666667

00:27:19.672 --> 00:27:22.141 a ponytail and he had one of his clinic

NOTE Confidence: 0.857559575666667

00:27:22.141 --> 00:27:24.310 attendings come up to him and say, you know,

NOTE Confidence: 0.857559575666667

00:27:24.310 --> 00:27:26.200 there's people who you're going to see

NOTE Confidence: 0.857559575666667

00:27:26.200 --> 00:27:28.468 in clinic who probably would not feel

NOTE Confidence: 0.857559575666667

00:27:28.468 --> 00:27:30.670 comfortable with your hair being like that.

NOTE Confidence: 0.857559575666667

00:27:30.670 --> 00:27:32.686 And you know if you found it shocking.

NOTE Confidence: 0.857559575666667

00:27:32.690 --> 00:27:33.936 That someone would say that to him,

NOTE Confidence: 0.857559575666667

00:27:33.940 --> 00:27:35.828 but didn't really know what to do about

NOTE Confidence: 0.857559575666667

00:27:35.828 --> 00:27:37.954 it and ended up just kind of changing

NOTE Confidence: 0.857559575666667

00:27:37.954 --> 00:27:39.667 his hairstyle and not letting anyone

NOTE Confidence: 0.857559575666667

00:27:39.667 --> 00:27:41.746 else in the program know about this

NOTE Confidence: 0.857559575666667

00:27:41.746 --> 00:27:43.634 comment and the hypervigilance that  
NOTE Confidence: 0.857559575666667

00:27:43.634 --> 00:27:46.010 resulted was often around feeling like  
NOTE Confidence: 0.857559575666667

00:27:46.070 --> 00:27:48.350 a race representative that any action,  
NOTE Confidence: 0.857559575666667

00:27:48.350 --> 00:27:50.940 good or bad, would would somehow cause  
NOTE Confidence: 0.857559575666667

00:27:50.940 --> 00:27:53.871 others in the program to extrapolate that  
NOTE Confidence: 0.857559575666667

00:27:53.871 --> 00:27:56.910 as a characteristic of the entire race,  
NOTE Confidence: 0.857559575666667

00:27:56.910 --> 00:27:58.820 and this was particularly predominant  
NOTE Confidence: 0.857559575666667

00:27:58.820 --> 00:28:00.730 in low diversity environments where  
NOTE Confidence: 0.857559575666667

00:28:00.787 --> 00:28:02.824 there were very few residents of color.  
NOTE Confidence: 0.857559575666667

00:28:02.830 --> 00:28:04.270 Institution and one resident told  
NOTE Confidence: 0.857559575666667

00:28:04.270 --> 00:28:06.612 us just want to make sure that what  
NOTE Confidence: 0.857559575666667

00:28:06.612 --> 00:28:08.304 you're doing is top notch because  
NOTE Confidence: 0.857559575666667

00:28:08.304 --> 00:28:10.184 they may use your mistakes and then  
NOTE Confidence: 0.857559575666667

00:28:10.184 --> 00:28:12.320 kind of pair that with your race,  
NOTE Confidence: 0.857559575666667

00:28:12.320 --> 00:28:14.540 which of course it was not  
NOTE Confidence: 0.857559575666667

00:28:14.540 --> 00:28:16.679 a comfortable feeling.



NOTE Confidence: 0.857559575666667

00:28:16.680 --> 00:28:18.416 Outside some of this quality of that,

NOTE Confidence: 0.857559575666667

00:28:18.420 --> 00:28:20.409 I also just wanted to spend a few minutes

NOTE Confidence: 0.857559575666667

00:28:20.409 --> 00:28:21.909 talking about bias and professional

NOTE Confidence: 0.857559575666667

00:28:21.909 --> 00:28:23.444 opportunities and advancement on some

NOTE Confidence: 0.857559575666667

00:28:23.444 --> 00:28:25.601 of you may be familiar with this study

NOTE Confidence: 0.857559575666667

00:28:25.601 --> 00:28:27.355 about resourcing bias and also maybe

NOTE Confidence: 0.857559575666667

00:28:27.355 --> 00:28:29.305 the Alpha Honor Society selection that

NOTE Confidence: 0.857559575666667

00:28:29.305 --> 00:28:31.299 made a big splash when it came out

NOTE Confidence: 0.857559575666667

00:28:31.299 --> 00:28:33.494 a few years ago was led up by a team

NOTE Confidence: 0.857559575666667

00:28:33.494 --> 00:28:35.320 here at Yale and the bottom line is

NOTE Confidence: 0.857559575666667

00:28:35.320 --> 00:28:37.151 that both black and Asian students were

NOTE Confidence: 0.857559575666667

00:28:37.151 --> 00:28:39.153 less likely to be inducted into Alpha

NOTE Confidence: 0.857559575666667

00:28:39.153 --> 00:28:40.614 Omega Alpha even after controlling

NOTE Confidence: 0.857559575666667

00:28:40.614 --> 00:28:42.810 for what you might think of as those

NOTE Confidence: 0.857559575666667

00:28:42.810 --> 00:28:44.595 common offenders that might play a role.

NOTE Confidence: 0.857559575666667

00:28:44.600 --> 00:28:45.980 As you can see there.  
NOTE Confidence: 0.857559575666667

00:28:45.980 --> 00:28:46.810 And it's like I said,  
NOTE Confidence: 0.857559575666667

00:28:46.810 --> 00:28:49.120 really need waves and actually  
NOTE Confidence: 0.857559575666667

00:28:49.120 --> 00:28:51.430 caused several medical schools to  
NOTE Confidence: 0.857559575666667

00:28:51.510 --> 00:28:54.038 temporarily or permanently suspend,  
NOTE Confidence: 0.857559575666667

00:28:54.040 --> 00:28:55.755 affirming to alpha Honor Society  
NOTE Confidence: 0.857559575666667

00:28:55.755 --> 00:28:58.264 selections and to take a look at  
NOTE Confidence: 0.857559575666667

00:28:58.264 --> 00:29:00.324 their internal process to understand  
NOTE Confidence: 0.857559575666667

00:29:00.324 --> 00:29:02.759 what was driving those inequities.  
NOTE Confidence: 0.857559575666667

00:29:02.760 --> 00:29:04.926 There's also some literature around racial,  
NOTE Confidence: 0.857559575666667

00:29:04.930 --> 00:29:05.258 ethnic,  
NOTE Confidence: 0.857559575666667

00:29:05.258 --> 00:29:06.898 and gender bias and medical  
NOTE Confidence: 0.857559575666667

00:29:06.898 --> 00:29:07.554 student evaluation,  
NOTE Confidence: 0.857559575666667

00:29:07.560 --> 00:29:10.566 so I'm sure a lot of you remember the  
NOTE Confidence: 0.857559575666667

00:29:10.566 --> 00:29:13.020 MPE that large kind of Dean's letter  
NOTE Confidence: 0.857559575666667

00:29:13.020 --> 00:29:14.980 that that contains a lot of language.

NOTE Confidence: 0.857559575666667  
00:29:14.980 --> 00:29:15.708 To summarize,  
NOTE Confidence: 0.857559575666667  
00:29:15.708 --> 00:29:17.892 the medical students performance as they  
NOTE Confidence: 0.857559575666667  
00:29:17.892 --> 00:29:20.570 go on to their next step of training.  
NOTE Confidence: 0.857559575666667  
00:29:20.570 --> 00:29:21.730 Terms of the racial bias.  
NOTE Confidence: 0.857559575666667  
00:29:21.730 --> 00:29:23.345 What they found is that, again,  
NOTE Confidence: 0.857559575666667  
00:29:23.345 --> 00:29:25.295 even after controlling for step one,  
NOTE Confidence: 0.857559575666667  
00:29:25.300 --> 00:29:27.476 scores or leadership experiences,  
NOTE Confidence: 0.857559575666667  
00:29:27.476 --> 00:29:30.740 community outreach experiences and so forth.  
NOTE Confidence: 0.857559575666667  
00:29:30.740 --> 00:29:32.305 White applicants were more likely  
NOTE Confidence: 0.857559575666667  
00:29:32.305 --> 00:29:34.245 to be described with those standout  
NOTE Confidence: 0.857559575666667  
00:29:34.245 --> 00:29:35.835 keywords that reviewers are often  
NOTE Confidence: 0.857559575666667  
00:29:35.835 --> 00:29:37.480 looking for at the other.  
NOTE Confidence: 0.857559575666667  
00:29:37.480 --> 00:29:39.580 On the other side of the application,  
NOTE Confidence: 0.857559575666667  
00:29:39.580 --> 00:29:41.376 words like exceptional, best,  
NOTE Confidence: 0.857559575666667  
00:29:41.376 --> 00:29:43.621 outstanding and black applicants were  
NOTE Confidence: 0.857559575666667

00:29:43.621 --> 00:29:45.898 really describe more muted language.  
NOTE Confidence: 0.857559575666667

00:29:45.900 --> 00:29:47.612 This resident was competent,  
NOTE Confidence: 0.857559575666667

00:29:47.612 --> 00:29:48.468 for example,  
NOTE Confidence: 0.857559575666667

00:29:48.470 --> 00:29:51.626 and then the gender piece interesting.  
NOTE Confidence: 0.857559575666667

00:29:51.630 --> 00:29:52.242 Not surprising,  
NOTE Confidence: 0.857559575666667

00:29:52.242 --> 00:29:54.384 but I think women were more likely  
NOTE Confidence: 0.857559575666667

00:29:54.384 --> 00:29:56.459 to be described with nurturing  
NOTE Confidence: 0.857559575666667

00:29:56.459 --> 00:29:58.163 words like carrying empathetic,  
NOTE Confidence: 0.857559575666667

00:29:58.170 --> 00:30:00.018 commented on their organizational  
NOTE Confidence: 0.857559575666667

00:30:00.018 --> 00:30:02.790 skills instead of using again those  
NOTE Confidence: 0.842764516538461

00:30:02.866 --> 00:30:04.706 standout keywords that really tend  
NOTE Confidence: 0.842764516538461

00:30:04.706 --> 00:30:07.561 to make an impact in terms of  
NOTE Confidence: 0.842764516538461

00:30:07.561 --> 00:30:09.437 who's reviewing that application.  
NOTE Confidence: 0.842764516538461

00:30:09.440 --> 00:30:11.248 What we also know is that when we  
NOTE Confidence: 0.842764516538461

00:30:11.248 --> 00:30:13.592 take a look at the distribution of US  
NOTE Confidence: 0.842764516538461

00:30:13.592 --> 00:30:15.669 medical faculty by race and ethnicity.

NOTE Confidence: 0.842764516538461

00:30:15.670 --> 00:30:17.749 Now if you look at the the X axis

NOTE Confidence: 0.842764516538461

00:30:17.749 --> 00:30:19.820 here we have the different groups.

NOTE Confidence: 0.842764516538461

00:30:19.820 --> 00:30:21.380 Here, white, African American, Asian,

NOTE Confidence: 0.842764516538461

00:30:21.380 --> 00:30:23.290 Hispanic, gladness and then the

NOTE Confidence: 0.842764516538461

00:30:23.290 --> 00:30:25.200 blue stand for assistant professor,

NOTE Confidence: 0.842764516538461

00:30:25.200 --> 00:30:27.292 associate professors in orange

NOTE Confidence: 0.842764516538461

00:30:27.292 --> 00:30:30.430 and then Gray full professor and.

NOTE Confidence: 0.842764516538461

00:30:30.430 --> 00:30:32.614 What I want to draw your attention

NOTE Confidence: 0.842764516538461

00:30:32.614 --> 00:30:35.773 to is that even for Asian groups who

NOTE Confidence: 0.842764516538461

00:30:35.773 --> 00:30:37.923 are not underrepresented in medicine

NOTE Confidence: 0.842764516538461

00:30:37.996 --> 00:30:40.534 on any racial group besides white

NOTE Confidence: 0.842764516538461

00:30:40.534 --> 00:30:42.547 faculty members really have this

NOTE Confidence: 0.842764516538461

00:30:42.547 --> 00:30:44.132 same pattern where the majority

NOTE Confidence: 0.842764516538461

00:30:44.132 --> 00:30:46.263 of the physicians are clumped in

NOTE Confidence: 0.842764516538461

00:30:46.263 --> 00:30:47.867 the assistant professor category.

NOTE Confidence: 0.842764516538461

00:30:47.870 --> 00:30:49.724 But then that level of diversity  
NOTE Confidence: 0.842764516538461

00:30:49.724 --> 00:30:51.939 really trails off as you move up  
NOTE Confidence: 0.842764516538461

00:30:51.939 --> 00:30:53.769 to to associate and full professor,  
NOTE Confidence: 0.842764516538461

00:30:53.770 --> 00:30:55.750 and there's an interesting study done  
NOTE Confidence: 0.842764516538461

00:30:55.750 --> 00:30:58.428 about 10 years ago by Marcel Nunez Smith,  
NOTE Confidence: 0.842764516538461

00:30:58.430 --> 00:31:00.986 looking at that variation and promotion.  
NOTE Confidence: 0.842764516538461

00:31:00.990 --> 00:31:04.190 On and the bottom line is that most  
NOTE Confidence: 0.842764516538461

00:31:04.190 --> 00:31:05.928 institutions displayed lower rates  
NOTE Confidence: 0.842764516538461

00:31:05.928 --> 00:31:08.532 of promotion for black and Hispanic  
NOTE Confidence: 0.842764516538461

00:31:08.532 --> 00:31:10.509 faculty despite controlling for  
NOTE Confidence: 0.842764516538461

00:31:10.510 --> 00:31:12.634 characteristics that you might think of  
NOTE Confidence: 0.842764516538461

00:31:12.634 --> 00:31:15.488 as germane to how that decision is made.  
NOTE Confidence: 0.842764516538461

00:31:15.490 --> 00:31:15.853 Interestingly,  
NOTE Confidence: 0.842764516538461

00:31:15.853 --> 00:31:18.394 there are 13% of institutions do not  
NOTE Confidence: 0.842764516538461

00:31:18.394 --> 00:31:20.213 promote any Hispanic faculty over  
NOTE Confidence: 0.842764516538461

00:31:20.213 --> 00:31:22.283 the course of this study period,

NOTE Confidence: 0.842764516538461  
00:31:22.290 --> 00:31:24.066 almost a quarter to promote any  
NOTE Confidence: 0.842764516538461  
00:31:24.066 --> 00:31:25.250 black faculty at all.  
NOTE Confidence: 0.842764516538461  
00:31:25.250 --> 00:31:26.710 But there was this third,  
NOTE Confidence: 0.842764516538461  
00:31:26.710 --> 00:31:28.108 the third of their sample size,  
NOTE Confidence: 0.842764516538461  
00:31:28.110 --> 00:31:30.665 that those somewhat equal rates of promotion,  
NOTE Confidence: 0.842764516538461  
00:31:30.670 --> 00:31:31.870 which I think is encouraging.  
NOTE Confidence: 0.842764516538461  
00:31:31.870 --> 00:31:34.462 In terms of thinking about what the best  
NOTE Confidence: 0.842764516538461  
00:31:34.462 --> 00:31:36.857 practices might be that are associated there.  
NOTE Confidence: 0.842764516538461  
00:31:36.860 --> 00:31:38.932 The next election will we'll talk about  
NOTE Confidence: 0.842764516538461  
00:31:38.932 --> 00:31:41.340 is the case for why this all matters.  
NOTE Confidence: 0.842764516538461  
00:31:41.340 --> 00:31:43.910 Highest relevant to us as  
NOTE Confidence: 0.842764516538461  
00:31:43.910 --> 00:31:44.938 healthcare professionals.  
NOTE Confidence: 0.842764516538461  
00:31:44.940 --> 00:31:45.378 You know.  
NOTE Confidence: 0.842764516538461  
00:31:45.378 --> 00:31:47.861 I think a lot of the the case for this  
NOTE Confidence: 0.842764516538461  
00:31:47.861 --> 00:31:49.883 really comes from the business literature  
NOTE Confidence: 0.842764516538461

00:31:49.883 --> 00:31:51.760 and certainly in academia as well.  
NOTE Confidence: 0.842764516538461

00:31:51.760 --> 00:31:55.782 There's a great study in the 1990s from Anne  
NOTE Confidence: 0.842764516538461

00:31:55.782 --> 00:31:58.914 McLeod around diversity and and creativity,  
NOTE Confidence: 0.842764516538461

00:31:58.920 --> 00:32:00.132 and there's this experiment  
NOTE Confidence: 0.842764516538461

00:32:00.132 --> 00:32:01.344 that was done there.  
NOTE Confidence: 0.842764516538461

00:32:01.350 --> 00:32:02.385 135 paid volunteers.  
NOTE Confidence: 0.842764516538461

00:32:02.385 --> 00:32:04.455 They're all college students I believe,  
NOTE Confidence: 0.842764516538461

00:32:04.460 --> 00:32:06.386 and they're randomly assigned to two  
NOTE Confidence: 0.842764516538461

00:32:06.386 --> 00:32:08.098 groups and have this brainstorming  
NOTE Confidence: 0.842764516538461

00:32:08.098 --> 00:32:10.318 task to solve the torus problem,  
NOTE Confidence: 0.842764516538461

00:32:10.320 --> 00:32:11.516 and essentially they were.  
NOTE Confidence: 0.842764516538461

00:32:11.516 --> 00:32:14.541 Has to come up with as many ideas as  
NOTE Confidence: 0.842764516538461

00:32:14.541 --> 00:32:16.486 possible to improve American tourism,  
NOTE Confidence: 0.842764516538461

00:32:16.490 --> 00:32:18.338 and then blinded judges assess the  
NOTE Confidence: 0.842764516538461

00:32:18.338 --> 00:32:19.938 performance based on the feasibility  
NOTE Confidence: 0.842764516538461

00:32:19.938 --> 00:32:22.129 of the ideas and also the effectiveness



NOTE Confidence: 0.842764516538461

00:32:22.129 --> 00:32:24.312 and what they found is that for the

NOTE Confidence: 0.842764516538461

00:32:24.312 --> 00:32:26.528 groups that were made up of people from

NOTE Confidence: 0.842764516538461

00:32:26.528 --> 00:32:28.038 a variety of different backgrounds,

NOTE Confidence: 0.842764516538461

00:32:28.040 --> 00:32:30.588 they had ideas that were much more

NOTE Confidence: 0.842764516538461

00:32:30.588 --> 00:32:32.645 feasible and more effective compared

NOTE Confidence: 0.842764516538461

00:32:32.645 --> 00:32:34.235 to those groups that were homogeneous,

NOTE Confidence: 0.842764516538461

00:32:34.240 --> 00:32:36.176 and this is often thought of as a

NOTE Confidence: 0.842764516538461

00:32:36.176 --> 00:32:37.792 landmark study to think about why

NOTE Confidence: 0.842764516538461

00:32:37.792 --> 00:32:39.400 diversity is important in terms of

NOTE Confidence: 0.842764516538461

00:32:39.453 --> 00:32:41.679 creative thought and giving an organization.

NOTE Confidence: 0.842764516538461

00:32:41.680 --> 00:32:42.430 Really,

NOTE Confidence: 0.842764516538461

00:32:42.430 --> 00:32:44.680 you get vantage.

NOTE Confidence: 0.842764516538461

00:32:44.680 --> 00:32:46.240 From the business side of things,

NOTE Confidence: 0.842764516538461

00:32:46.240 --> 00:32:48.412 I think also certainly applies to

NOTE Confidence: 0.842764516538461

00:32:48.412 --> 00:32:49.860 our our medical organization,

NOTE Confidence: 0.842764516538461

00:32:49.860 --> 00:32:51.445 thinking about how diversity leads  
NOTE Confidence: 0.842764516538461

00:32:51.445 --> 00:32:53.030 to a competitive advantage when  
NOTE Confidence: 0.842764516538461

00:32:53.087 --> 00:32:54.577 you have a heterogeneous group,  
NOTE Confidence: 0.842764516538461

00:32:54.580 --> 00:32:55.960 better market performance,  
NOTE Confidence: 0.842764516538461

00:32:55.960 --> 00:32:56.880 increased productivity,  
NOTE Confidence: 0.875673660344828

00:32:56.880 --> 00:32:58.292 higher return on equity.  
NOTE Confidence: 0.875673660344828

00:32:58.292 --> 00:33:00.410 All these things have been associated  
NOTE Confidence: 0.875673660344828

00:33:00.471 --> 00:33:02.349 with organizations that are not made  
NOTE Confidence: 0.875673660344828

00:33:02.349 --> 00:33:04.688 of people who have the same lived  
NOTE Confidence: 0.875673660344828

00:33:04.688 --> 00:33:06.740 experiences or the same identity group.  
NOTE Confidence: 0.875673660344828

00:33:06.740 --> 00:33:08.492 So something that's important,  
NOTE Confidence: 0.875673660344828

00:33:08.492 --> 00:33:11.240 I think, thinking about it from an  
NOTE Confidence: 0.875673660344828

00:33:11.240 --> 00:33:12.736 organizational optimization point in  
NOTE Confidence: 0.875673660344828

00:33:12.736 --> 00:33:14.588 addition to of course the the moral.  
NOTE Confidence: 0.875673660344828

00:33:14.590 --> 00:33:17.902 Argument that I hope we we all care about.  
NOTE Confidence: 0.875673660344828

00:33:17.910 --> 00:33:20.400 In terms of HealthEquity, you know,

NOTE Confidence: 0.875673660344828  
00:33:20.400 --> 00:33:21.695 I think this is an important point,  
NOTE Confidence: 0.875673660344828  
00:33:21.700 --> 00:33:22.498 although it's important  
NOTE Confidence: 0.875673660344828  
00:33:22.498 --> 00:33:23.828 to be careful about it,  
NOTE Confidence: 0.875673660344828  
00:33:23.830 --> 00:33:26.206 the method certainly shouldn't be that  
NOTE Confidence: 0.875673660344828  
00:33:26.210 --> 00:33:28.569 people of color should only be treated  
NOTE Confidence: 0.875673660344828  
00:33:28.569 --> 00:33:30.729 by physicians who are also of color.  
NOTE Confidence: 0.875673660344828  
00:33:30.730 --> 00:33:32.410 But it is true that the  
NOTE Confidence: 0.875673660344828  
00:33:32.410 --> 00:33:33.530 literature supports that race.  
NOTE Confidence: 0.875673660344828  
00:33:33.530 --> 00:33:35.454 Concordant care improves access,  
NOTE Confidence: 0.875673660344828  
00:33:35.454 --> 00:33:37.378 so particularly for providers  
NOTE Confidence: 0.875673660344828  
00:33:37.378 --> 00:33:39.508 who are black and brown,  
NOTE Confidence: 0.875673660344828  
00:33:39.510 --> 00:33:41.596 they often will go practice in areas  
NOTE Confidence: 0.875673660344828  
00:33:41.596 --> 00:33:43.999 where there are a higher number of  
NOTE Confidence: 0.875673660344828  
00:33:43.999 --> 00:33:45.804 underrepresented individuals who we all  
NOTE Confidence: 0.875673660344828  
00:33:45.804 --> 00:33:48.068 know unfortunately experienced worse.  
NOTE Confidence: 0.875673660344828

00:33:48.070 --> 00:33:49.102 Outcomes in our country.  
NOTE Confidence: 0.875673660344828

00:33:49.102 --> 00:33:50.392 So in terms of thinking  
NOTE Confidence: 0.875673660344828

00:33:50.392 --> 00:33:51.559 about Medicaid patients,  
NOTE Confidence: 0.875673660344828

00:33:51.560 --> 00:33:53.996 uninsured patients patients who are high  
NOTE Confidence: 0.875673660344828

00:33:53.996 --> 00:33:56.220 utilizers of accused health services,  
NOTE Confidence: 0.875673660344828

00:33:56.220 --> 00:33:59.195 and the Ed and in urgent care  
NOTE Confidence: 0.875673660344828

00:33:59.195 --> 00:34:01.860 centers and patients who self report  
NOTE Confidence: 0.875673660344828

00:34:01.860 --> 00:34:04.464 as fair or poor health status.  
NOTE Confidence: 0.875673660344828

00:34:04.470 --> 00:34:06.114 Providers of color much more likely  
NOTE Confidence: 0.875673660344828

00:34:06.114 --> 00:34:07.829 to work with that that group.  
NOTE Confidence: 0.875673660344828

00:34:07.830 --> 00:34:08.346 So again,  
NOTE Confidence: 0.875673660344828

00:34:08.346 --> 00:34:10.752 I say with a grain of salt because I  
NOTE Confidence: 0.875673660344828

00:34:10.752 --> 00:34:12.684 again don't want to send the message  
NOTE Confidence: 0.875673660344828

00:34:12.684 --> 00:34:15.345 that our solution is to make sure that  
NOTE Confidence: 0.875673660344828

00:34:15.345 --> 00:34:17.616 providers and physicians all have the same.  
NOTE Confidence: 0.875673660344828

00:34:17.616 --> 00:34:18.824 I'm sorry providers and

NOTE Confidence: 0.875673660344828

00:34:18.824 --> 00:34:20.330 patients have the same race,

NOTE Confidence: 0.875673660344828

00:34:20.330 --> 00:34:22.773 but I do think it's important to

NOTE Confidence: 0.875673660344828

00:34:22.773 --> 00:34:24.572 note that diversifying our health

NOTE Confidence: 0.875673660344828

00:34:24.572 --> 00:34:26.630 care workforce is likely to make

NOTE Confidence: 0.875673660344828

00:34:26.630 --> 00:34:28.903 inroads in terms of this HealthEquity

NOTE Confidence: 0.875673660344828

00:34:28.903 --> 00:34:31.189 issue that we we constantly face.

NOTE Confidence: 0.875673660344828

00:34:31.190 --> 00:34:32.160 So for the remainder here,

NOTE Confidence: 0.875673660344828

00:34:32.160 --> 00:34:33.608 then I hope to leave a good amount

NOTE Confidence: 0.875673660344828

00:34:33.608 --> 00:34:35.009 of time for for questions here.

NOTE Confidence: 0.875673660344828

00:34:35.010 --> 00:34:37.026 At the end is thinking about how we

NOTE Confidence: 0.875673660344828

00:34:37.026 --> 00:34:39.279 can move forward and some of the work

NOTE Confidence: 0.875673660344828

00:34:39.279 --> 00:34:41.378 that I've been doing and the DI space

NOTE Confidence: 0.875673660344828

00:34:41.378 --> 00:34:43.194 and other things to think about is

NOTE Confidence: 0.875673660344828

00:34:43.194 --> 00:34:45.607 as you chew on some of what we've

NOTE Confidence: 0.875673660344828

00:34:45.607 --> 00:34:47.545 been talking about during this talk.

NOTE Confidence: 0.875673660344828

00:34:47.550 --> 00:34:49.122 So I think something that's become  
NOTE Confidence: 0.875673660344828

00:34:49.122 --> 00:34:50.922 very clear to me in the time  
NOTE Confidence: 0.875673660344828

00:34:50.922 --> 00:34:52.539 that I've been doing this work is  
NOTE Confidence: 0.875673660344828

00:34:52.599 --> 00:34:54.237 how important it is to protect  
NOTE Confidence: 0.875673660344828

00:34:54.237 --> 00:34:55.622 time for DI leadership efforts.  
NOTE Confidence: 0.875673660344828

00:34:55.622 --> 00:34:58.250 As you saw in the data that I showed,  
NOTE Confidence: 0.875673660344828

00:34:58.250 --> 00:35:01.260 it unfortunately has become way too common.  
NOTE Confidence: 0.875673660344828

00:35:01.260 --> 00:35:03.876 For folks to think of TDI leadership as  
NOTE Confidence: 0.875673660344828

00:35:03.876 --> 00:35:05.672 an extracurricular activity that that  
NOTE Confidence: 0.875673660344828

00:35:05.672 --> 00:35:08.199 doesn't get much recognition or much support,  
NOTE Confidence: 0.875673660344828

00:35:08.200 --> 00:35:10.702 and I think there's really something  
NOTE Confidence: 0.875673660344828

00:35:10.702 --> 00:35:12.576 about giving that protected time  
NOTE Confidence: 0.875673660344828

00:35:12.576 --> 00:35:14.760 and that funding to make sure  
NOTE Confidence: 0.875673660344828

00:35:14.825 --> 00:35:16.835 that the message is being sent,  
NOTE Confidence: 0.875673660344828

00:35:16.840 --> 00:35:19.269 that DI is something that's prioritized in  
NOTE Confidence: 0.875673660344828

00:35:19.269 --> 00:35:21.678 the department and the larger institution,

NOTE Confidence: 0.875673660344828

00:35:21.680 --> 00:35:23.660 whatever the the sphere of

NOTE Confidence: 0.875673660344828

00:35:23.660 --> 00:35:24.848 influence might be.

NOTE Confidence: 0.875673660344828

00:35:24.850 --> 00:35:26.644 And I feel really fortunate that

NOTE Confidence: 0.875673660344828

00:35:26.644 --> 00:35:28.672 I have had time and support to

NOTE Confidence: 0.875673660344828

00:35:28.672 --> 00:35:30.208 do the work that I do.

NOTE Confidence: 0.875673660344828

00:35:30.210 --> 00:35:32.485 So if Pam mentioned at the beginning

NOTE Confidence: 0.875673660344828

00:35:32.485 --> 00:35:35.487 I have a few roles in DI leadership.

NOTE Confidence: 0.875673660344828

00:35:35.490 --> 00:35:37.374 One is as the associate program

NOTE Confidence: 0.875673660344828

00:35:37.374 --> 00:35:39.799 director for DI and Yale Primary Care,

NOTE Confidence: 0.875673660344828

00:35:39.800 --> 00:35:41.155 and then the vice chief

NOTE Confidence: 0.875673660344828

00:35:41.155 --> 00:35:42.510 for DUI in the section

NOTE Confidence: 0.739737229047619

00:35:42.571 --> 00:35:44.101 General Medicine and then as

NOTE Confidence: 0.739737229047619

00:35:44.101 --> 00:35:45.990 as most of you probably know,

NOTE Confidence: 0.739737229047619

00:35:45.990 --> 00:35:47.831 that hitting Hanal left us this spring

NOTE Confidence: 0.739737229047619

00:35:47.831 --> 00:35:49.787 to become the the Dean of Diversity,

NOTE Confidence: 0.739737229047619

00:35:49.790 --> 00:35:52.460 equity and belonging at Penn State.  
NOTE Confidence: 0.739737229047619

00:35:52.460 --> 00:35:54.996 This is such a wonderful opportunity for her.  
NOTE Confidence: 0.739737229047619

00:35:55.000 --> 00:35:57.420 And in in that transition,  
NOTE Confidence: 0.739737229047619

00:35:57.420 --> 00:36:00.172 I'm now helping with the DI by chief  
NOTE Confidence: 0.739737229047619

00:36:00.172 --> 00:36:01.887 development across different sections  
NOTE Confidence: 0.739737229047619

00:36:01.887 --> 00:36:04.297 and partnering with bonding kamdar,  
NOTE Confidence: 0.739737229047619

00:36:04.300 --> 00:36:06.585 who's taking on other engineer  
NOTE Confidence: 0.739737229047619

00:36:06.585 --> 00:36:10.040 responsibilities on an on an interim basis.  
NOTE Confidence: 0.739737229047619

00:36:10.040 --> 00:36:11.867 And I made this a sort of a Venn  
NOTE Confidence: 0.739737229047619

00:36:11.867 --> 00:36:13.464 diagram because I I just wanted to  
NOTE Confidence: 0.739737229047619

00:36:13.464 --> 00:36:15.346 note that I think it's so important  
NOTE Confidence: 0.739737229047619

00:36:15.346 --> 00:36:17.206 for diversity and equity and inclusion  
NOTE Confidence: 0.739737229047619

00:36:17.206 --> 00:36:19.416 work that it doesn't happen in silos,  
NOTE Confidence: 0.739737229047619

00:36:19.420 --> 00:36:21.751 and I think there are many ways in which  
NOTE Confidence: 0.739737229047619

00:36:21.751 --> 00:36:24.317 all these roles help to inform each other.  
NOTE Confidence: 0.739737229047619

00:36:24.320 --> 00:36:25.364 You know, certainly.



NOTE Confidence: 0.739737229047619

00:36:25.364 --> 00:36:28.489 Both the app role and the Vice Chief and

NOTE Confidence: 0.739737229047619

00:36:28.490 --> 00:36:31.730 GIM role are under the larger GI M section,

NOTE Confidence: 0.739737229047619

00:36:31.730 --> 00:36:32.100 right?

NOTE Confidence: 0.739737229047619

00:36:32.100 --> 00:36:34.690 And so our trainees are very integral.

NOTE Confidence: 0.739737229047619

00:36:34.690 --> 00:36:36.310 Part of how we function overall,

NOTE Confidence: 0.739737229047619

00:36:36.310 --> 00:36:38.344 the section of general medicine and

NOTE Confidence: 0.739737229047619

00:36:38.344 --> 00:36:40.747 doing the work in terms of thinking

NOTE Confidence: 0.739737229047619

00:36:40.747 --> 00:36:43.029 about how we help develop our our

NOTE Confidence: 0.739737229047619

00:36:43.100 --> 00:36:45.356 DI Vice chief across the Department

NOTE Confidence: 0.739737229047619

00:36:45.356 --> 00:36:47.785 of Medicine is also going to have

NOTE Confidence: 0.739737229047619

00:36:47.785 --> 00:36:49.989 downstream effects in terms of what's

NOTE Confidence: 0.739737229047619

00:36:49.989 --> 00:36:52.299 happening in the individual section.

NOTE Confidence: 0.739737229047619

00:36:52.300 --> 00:36:54.076 In terms of thinking about the

NOTE Confidence: 0.739737229047619

00:36:54.076 --> 00:36:55.260 DI by T development,

NOTE Confidence: 0.739737229047619

00:36:55.260 --> 00:36:57.514 I think we've really had this kind

NOTE Confidence: 0.739737229047619

00:36:57.514 --> 00:37:00.163 of try part vision and I think in

NOTE Confidence: 0.739737229047619

00:37:00.163 --> 00:37:02.858 any did such a wonderful job in

NOTE Confidence: 0.739737229047619

00:37:02.858 --> 00:37:04.882 terms of developing infrastructure

NOTE Confidence: 0.739737229047619

00:37:04.882 --> 00:37:06.400 for DIF administration,

NOTE Confidence: 0.739737229047619

00:37:06.400 --> 00:37:08.122 because a few years ago certainly

NOTE Confidence: 0.739737229047619

00:37:08.122 --> 00:37:09.600 I came to residency here,

NOTE Confidence: 0.739737229047619

00:37:09.600 --> 00:37:11.322 so I've been here for about 9

NOTE Confidence: 0.739737229047619

00:37:11.322 --> 00:37:12.848 years and when I first came,

NOTE Confidence: 0.739737229047619

00:37:12.850 --> 00:37:15.636 there really wasn't much in the way

NOTE Confidence: 0.739737229047619

00:37:15.636 --> 00:37:17.512 of leadership positions or people

NOTE Confidence: 0.739737229047619

00:37:17.512 --> 00:37:19.456 who were really taking their time

NOTE Confidence: 0.739737229047619

00:37:19.456 --> 00:37:21.710 and energy to work on various DI.

NOTE Confidence: 0.739737229047619

00:37:21.710 --> 00:37:23.790 To do and so even having a DI

NOTE Confidence: 0.739737229047619

00:37:23.790 --> 00:37:25.873 vice chief in each section in

NOTE Confidence: 0.739737229047619

00:37:25.873 --> 00:37:27.369 the Department of Medicine,

NOTE Confidence: 0.739737229047619

00:37:27.370 --> 00:37:29.128 is just such a wonderful development.

NOTE Confidence: 0.739737229047619  
00:37:29.130 --> 00:37:31.266 And I'm really so grateful to have the  
NOTE Confidence: 0.739737229047619  
00:37:31.266 --> 00:37:33.108 support of the department in that.  
NOTE Confidence: 0.739737229047619  
00:37:33.110 --> 00:37:34.566 I think in terms of the things  
NOTE Confidence: 0.739737229047619  
00:37:34.566 --> 00:37:35.789 that we've been focusing on,  
NOTE Confidence: 0.739737229047619  
00:37:35.790 --> 00:37:37.778 team building has been a huge component  
NOTE Confidence: 0.739737229047619  
00:37:37.778 --> 00:37:39.968 of the work that we're trying to do  
NOTE Confidence: 0.739737229047619  
00:37:39.970 --> 00:37:42.238 because it's been very clear that there's  
NOTE Confidence: 0.739737229047619  
00:37:42.238 --> 00:37:44.690 been a little bit of TDI work done in,  
NOTE Confidence: 0.739737229047619  
00:37:44.690 --> 00:37:45.314 you know,  
NOTE Confidence: 0.739737229047619  
00:37:45.314 --> 00:37:46.250 one section, perhaps,  
NOTE Confidence: 0.739737229047619  
00:37:46.250 --> 00:37:47.594 but then no one else in the  
NOTE Confidence: 0.739737229047619  
00:37:47.594 --> 00:37:48.589 department may know about it.  
NOTE Confidence: 0.739737229047619  
00:37:48.590 --> 00:37:50.445 And there may be multiple people who  
NOTE Confidence: 0.739737229047619  
00:37:50.445 --> 00:37:51.958 are working towards the same goal.  
NOTE Confidence: 0.739737229047619  
00:37:51.960 --> 00:37:54.702 But even reinventing the wheel because  
NOTE Confidence: 0.739737229047619

00:37:54.702 --> 00:37:57.420 it's it's unclear who's doing what,  
NOTE Confidence: 0.739737229047619

00:37:57.420 --> 00:37:59.382 and so you know part of it is developing  
NOTE Confidence: 0.739737229047619

00:37:59.382 --> 00:38:01.430 a really good team model so that we  
NOTE Confidence: 0.739737229047619

00:38:01.430 --> 00:38:03.258 can support one another and collaborate  
NOTE Confidence: 0.739737229047619

00:38:03.258 --> 00:38:05.280 and make sure that we're really  
NOTE Confidence: 0.739737229047619

00:38:05.280 --> 00:38:07.900 effective in the work that we're doing.  
NOTE Confidence: 0.739737229047619

00:38:07.900 --> 00:38:08.166 Secondly,  
NOTE Confidence: 0.739737229047619

00:38:08.166 --> 00:38:09.762 is the goal of the I  
NOTE Confidence: 0.739737229047619

00:38:09.762 --> 00:38:11.100 knowledge and skill building,  
NOTE Confidence: 0.739737229047619

00:38:11.100 --> 00:38:12.510 and there's a ton of passion  
NOTE Confidence: 0.739737229047619

00:38:12.510 --> 00:38:13.900 or group for social justice,  
NOTE Confidence: 0.739737229047619

00:38:13.900 --> 00:38:15.568 and it's such a wonderful group  
NOTE Confidence: 0.739737229047619

00:38:15.568 --> 00:38:16.680 to be part of.  
NOTE Confidence: 0.739737229047619

00:38:16.680 --> 00:38:18.409 And so a lot of what we're  
NOTE Confidence: 0.739737229047619

00:38:18.409 --> 00:38:19.889 thinking about now is how do  
NOTE Confidence: 0.739737229047619

00:38:19.889 --> 00:38:21.464 we just hone our skills to make

NOTE Confidence: 0.861333052173913  
00:38:21.528 --> 00:38:22.518 us more effective?  
NOTE Confidence: 0.861333052173913  
00:38:22.520 --> 00:38:24.650 And DI leaders and understand the  
NOTE Confidence: 0.861333052173913  
00:38:24.650 --> 00:38:26.879 strengths that people are bringing to  
NOTE Confidence: 0.861333052173913  
00:38:26.879 --> 00:38:29.565 enhance the content that we can can then  
NOTE Confidence: 0.861333052173913  
00:38:29.565 --> 00:38:31.780 bring back to our individual sections,  
NOTE Confidence: 0.861333052173913  
00:38:31.780 --> 00:38:33.614 and then a huge piece as well  
NOTE Confidence: 0.861333052173913  
00:38:33.614 --> 00:38:34.787 has been leadership development  
NOTE Confidence: 0.861333052173913  
00:38:34.787 --> 00:38:36.773 and I'm really grateful to be  
NOTE Confidence: 0.861333052173913  
00:38:36.773 --> 00:38:38.310 partnering with Doug McKinley.  
NOTE Confidence: 0.861333052173913  
00:38:38.310 --> 00:38:39.954 Approved announced external consultant  
NOTE Confidence: 0.861333052173913  
00:38:39.954 --> 00:38:43.578 who comes in and works with us to help  
NOTE Confidence: 0.861333052173913  
00:38:43.578 --> 00:38:45.403 us understand our leadership styles.  
NOTE Confidence: 0.861333052173913  
00:38:45.410 --> 00:38:47.414 To understand how to be more  
NOTE Confidence: 0.861333052173913  
00:38:47.414 --> 00:38:49.969 effective and the work that we do is  
NOTE Confidence: 0.861333052173913  
00:38:49.969 --> 00:38:52.151 to really kind of hardness our our  
NOTE Confidence: 0.861333052173913

00:38:52.151 --> 00:38:54.081 individual personalities to make sure  
NOTE Confidence: 0.861333052173913

00:38:54.081 --> 00:38:56.452 that we are going into this work.  
NOTE Confidence: 0.861333052173913

00:38:56.452 --> 00:38:58.370 To really make sure that we are  
NOTE Confidence: 0.861333052173913

00:38:58.436 --> 00:39:00.290 thinking of ourselves as just as  
NOTE Confidence: 0.861333052173913

00:39:00.290 --> 00:39:02.223 worthy as other vice chiefs and  
NOTE Confidence: 0.861333052173913

00:39:02.223 --> 00:39:04.113 affection and getting that kind of  
NOTE Confidence: 0.861333052173913

00:39:04.113 --> 00:39:05.970 voice to to make us effective leader.  
NOTE Confidence: 0.861333052173913

00:39:05.970 --> 00:39:08.328 So it's it's been fun to have him work.  
NOTE Confidence: 0.861333052173913

00:39:08.330 --> 00:39:11.123 Alongside as we're sort of doing a  
NOTE Confidence: 0.861333052173913

00:39:11.123 --> 00:39:13.967 DI content piece to also think about,  
NOTE Confidence: 0.861333052173913

00:39:13.970 --> 00:39:15.650 how do I understand myself as a leader?  
NOTE Confidence: 0.861333052173913

00:39:15.650 --> 00:39:17.432 And what does that mean in terms of how  
NOTE Confidence: 0.861333052173913

00:39:17.432 --> 00:39:19.655 I want to optimize the work that I'm doing?  
NOTE Confidence: 0.673880409615385

00:39:22.530 --> 00:39:23.839 And then in terms of Vice chief  
NOTE Confidence: 0.673880409615385

00:39:23.839 --> 00:39:25.489 role as the sector general medicine,  
NOTE Confidence: 0.673880409615385

00:39:25.490 --> 00:39:27.850 specifically, this is a year,

NOTE Confidence: 0.673880409615385  
00:39:27.850 --> 00:39:30.163 a role I've had for about a year now,  
NOTE Confidence: 0.673880409615385  
00:39:30.170 --> 00:39:32.242 and so really the focus that I've  
NOTE Confidence: 0.673880409615385  
00:39:32.242 --> 00:39:34.133 been having this first year plus  
NOTE Confidence: 0.673880409615385  
00:39:34.133 --> 00:39:35.703 has been around education and  
NOTE Confidence: 0.673880409615385  
00:39:35.703 --> 00:39:37.990 doing a lot of faculty development.  
NOTE Confidence: 0.673880409615385  
00:39:37.990 --> 00:39:40.282 Something that I'm really excited about  
NOTE Confidence: 0.673880409615385  
00:39:40.282 --> 00:39:42.565 that are our section has committed  
NOTE Confidence: 0.673880409615385  
00:39:42.565 --> 00:39:44.973 to is having an annual DI themed  
NOTE Confidence: 0.673880409615385  
00:39:44.973 --> 00:39:47.211 retreat which we had in February was  
NOTE Confidence: 0.673880409615385  
00:39:47.211 --> 00:39:49.116 our first one since the pandemic,  
NOTE Confidence: 0.673880409615385  
00:39:49.116 --> 00:39:50.468 so it was virtual,  
NOTE Confidence: 0.673880409615385  
00:39:50.470 --> 00:39:52.054 but at least we were able to to  
NOTE Confidence: 0.673880409615385  
00:39:52.054 --> 00:39:53.069 go through the content.  
NOTE Confidence: 0.673880409615385  
00:39:53.070 --> 00:39:55.506 We did things like have a virtual  
NOTE Confidence: 0.673880409615385  
00:39:55.506 --> 00:39:57.188 privilege walk, talk about what,  
NOTE Confidence: 0.673880409615385

00:39:57.188 --> 00:39:59.470 what privilege means in terms of what  
NOTE Confidence: 0.673880409615385

00:39:59.533 --> 00:40:01.948 it looks like for our lived experiences,  
NOTE Confidence: 0.673880409615385

00:40:01.950 --> 00:40:03.810 doing some small group activities,  
NOTE Confidence: 0.673880409615385

00:40:03.810 --> 00:40:06.918 and having external speaker come in and  
NOTE Confidence: 0.673880409615385

00:40:06.918 --> 00:40:09.270 talk about resistance and advocacy.  
NOTE Confidence: 0.673880409615385

00:40:09.270 --> 00:40:11.130 So really great ways to keep  
NOTE Confidence: 0.673880409615385

00:40:11.130 --> 00:40:12.060 the conversation going.  
NOTE Confidence: 0.673880409615385

00:40:12.060 --> 00:40:13.820 Think sometimes in the I can feel like  
NOTE Confidence: 0.673880409615385

00:40:13.820 --> 00:40:15.955 a you know one off kind of thing where,  
NOTE Confidence: 0.673880409615385

00:40:15.960 --> 00:40:17.704 uh, someone has a training but we don't  
NOTE Confidence: 0.673880409615385

00:40:17.704 --> 00:40:19.622 want it to be a check with the kind  
NOTE Confidence: 0.673880409615385

00:40:19.622 --> 00:40:21.145 of initiative we really want to think  
NOTE Confidence: 0.673880409615385

00:40:21.145 --> 00:40:23.471 about how to create it to be a thread.  
NOTE Confidence: 0.673880409615385

00:40:23.471 --> 00:40:24.859 Neurocrine theme that comes  
NOTE Confidence: 0.673880409615385

00:40:24.859 --> 00:40:25.900 into people's minds.  
NOTE Confidence: 0.673880409615385

00:40:25.900 --> 00:40:27.808 I've also enjoyed being the director



NOTE Confidence: 0.673880409615385

00:40:27.808 --> 00:40:30.358 of the race bikes and advocacy and

NOTE Confidence: 0.673880409615385

00:40:30.358 --> 00:40:31.982 medicine distinction pathway and

NOTE Confidence: 0.673880409615385

00:40:31.982 --> 00:40:33.954 working alongside a great group

NOTE Confidence: 0.673880409615385

00:40:33.954 --> 00:40:35.679 of faculty and resident coli.

NOTE Confidence: 0.673880409615385

00:40:35.680 --> 00:40:37.928 And these are for residents in any of

NOTE Confidence: 0.673880409615385

00:40:37.928 --> 00:40:40.168 our three internal medicine programs,

NOTE Confidence: 0.673880409615385

00:40:40.170 --> 00:40:42.120 so the traditional internal medicine program,

NOTE Confidence: 0.673880409615385

00:40:42.120 --> 00:40:43.836 the primary care program that I

NOTE Confidence: 0.673880409615385

00:40:43.836 --> 00:40:45.812 work primarily in and then the

NOTE Confidence: 0.673880409615385

00:40:45.812 --> 00:40:46.976 medicine pediatric program,

NOTE Confidence: 0.673880409615385

00:40:46.980 --> 00:40:48.870 so it's open to all all residents

NOTE Confidence: 0.673880409615385

00:40:48.870 --> 00:40:50.940 in any of those three tracks,

NOTE Confidence: 0.673880409615385

00:40:50.940 --> 00:40:53.250 and the idea is for it to be a deeper dive.

NOTE Confidence: 0.673880409615385

00:40:53.250 --> 00:40:55.672 To some of these social justice kinds

NOTE Confidence: 0.673880409615385

00:40:55.672 --> 00:40:58.085 of issues for people who want to

NOTE Confidence: 0.673880409615385

00:40:58.085 --> 00:41:00.402 engage more so they attend various  
NOTE Confidence: 0.673880409615385

00:41:00.402 --> 00:41:02.530 forms of interactive didactic.  
NOTE Confidence: 0.673880409615385

00:41:02.530 --> 00:41:04.690 In order to at the end of their  
NOTE Confidence: 0.673880409615385

00:41:04.690 --> 00:41:06.030 tenure as a resident,  
NOTE Confidence: 0.673880409615385

00:41:06.030 --> 00:41:08.718 they kind of graduate with distinction  
NOTE Confidence: 0.673880409615385

00:41:08.718 --> 00:41:10.510 in this particular field,  
NOTE Confidence: 0.673880409615385

00:41:10.510 --> 00:41:11.637 and it's similar to the way that  
NOTE Confidence: 0.673880409615385

00:41:11.637 --> 00:41:12.570 we think about distinction,  
NOTE Confidence: 0.673880409615385

00:41:12.570 --> 00:41:15.230 pathways and other aspects.  
NOTE Confidence: 0.673880409615385

00:41:15.230 --> 00:41:18.186 So we have investigations pathway.  
NOTE Confidence: 0.673880409615385

00:41:18.186 --> 00:41:21.054 We have a clinical educator pathway.  
NOTE Confidence: 0.673880409615385

00:41:21.060 --> 00:41:23.148 We have a global health and equity pathway.  
NOTE Confidence: 0.673880409615385

00:41:23.150 --> 00:41:25.537 So really great as the most recent  
NOTE Confidence: 0.673880409615385

00:41:25.537 --> 00:41:27.190 of these distinction pathways.  
NOTE Confidence: 0.673880409615385

00:41:27.190 --> 00:41:29.005 To really elevate the importance  
NOTE Confidence: 0.673880409615385

00:41:29.005 --> 00:41:30.820 of thinking about things along

NOTE Confidence: 0.673880409615385  
00:41:30.882 --> 00:41:32.436 the lines of race and bias.  
NOTE Confidence: 0.673880409615385  
00:41:32.440 --> 00:41:33.679 On a large piece of that too,  
NOTE Confidence: 0.673880409615385  
00:41:33.680 --> 00:41:35.857 is thinking about how we can provide  
NOTE Confidence: 0.673880409615385  
00:41:35.857 --> 00:41:37.215 mentorship and professional develop  
NOTE Confidence: 0.673880409615385  
00:41:37.215 --> 00:41:39.080 opportunities for for these residents.  
NOTE Confidence: 0.673880409615385  
00:41:39.080 --> 00:41:41.624 Because a fair number of them are are  
NOTE Confidence: 0.673880409615385  
00:41:41.624 --> 00:41:43.440 underrepresented in medicine themselves.  
NOTE Confidence: 0.673880409615385  
00:41:43.440 --> 00:41:43.956 Looking forward,  
NOTE Confidence: 0.673880409615385  
00:41:43.956 --> 00:41:45.504 I think somebody would love to  
NOTE Confidence: 0.673880409615385  
00:41:45.504 --> 00:41:47.225 focus on in the Vice chief role in  
NOTE Confidence: 0.673880409615385  
00:41:47.225 --> 00:41:48.996 the next year or two is thinking  
NOTE Confidence: 0.673880409615385  
00:41:48.996 --> 00:41:50.260 about recruitment and retention.  
NOTE Confidence: 0.673880409615385  
00:41:50.260 --> 00:41:52.409 I think we've certainly made some inroads  
NOTE Confidence: 0.673880409615385  
00:41:52.409 --> 00:41:54.898 in terms of diversifying our trainees,  
NOTE Confidence: 0.673880409615385  
00:41:54.900 --> 00:41:56.820 so it's kind of work to do there.  
NOTE Confidence: 0.673880409615385

00:41:56.820 --> 00:41:58.962 But you know the the faculty level  
NOTE Confidence: 0.673880409615385

00:41:58.962 --> 00:42:01.618 as I showed you in some earlier data,  
NOTE Confidence: 0.673880409615385

00:42:01.620 --> 00:42:03.690 tends to be a really.  
NOTE Confidence: 0.8255993833333333

00:42:03.690 --> 00:42:06.420 A really challenging.  
NOTE Confidence: 0.8255993833333333

00:42:06.420 --> 00:42:08.280 Uh, kind of trend to shift,  
NOTE Confidence: 0.8255993833333333

00:42:08.280 --> 00:42:10.275 and so you know, thinking about what  
NOTE Confidence: 0.8255993833333333

00:42:10.275 --> 00:42:12.700 it looks like to to make sure that  
NOTE Confidence: 0.8255993833333333

00:42:12.700 --> 00:42:14.210 we're positioning ourselves in a  
NOTE Confidence: 0.8255993833333333

00:42:14.270 --> 00:42:16.210 position to diversify our faculty,  
NOTE Confidence: 0.8255993833333333

00:42:16.210 --> 00:42:18.618 and even to think about the experiences  
NOTE Confidence: 0.8255993833333333

00:42:18.618 --> 00:42:20.613 of those who are underrepresented  
NOTE Confidence: 0.8255993833333333

00:42:20.613 --> 00:42:23.721 in medicine to make sure that we're  
NOTE Confidence: 0.8255993833333333

00:42:23.721 --> 00:42:25.759 addressing any potential barriers.  
NOTE Confidence: 0.8255993833333333

00:42:25.760 --> 00:42:28.096 And then as a PD for DI and  
NOTE Confidence: 0.8255993833333333

00:42:28.096 --> 00:42:29.880 the primary care residency,  
NOTE Confidence: 0.8255993833333333

00:42:29.880 --> 00:42:30.738 I have a number of roles,

NOTE Confidence: 0.8255993833333333  
00:42:30.740 --> 00:42:32.540 some of which are traditional  
NOTE Confidence: 0.8255993833333333  
00:42:32.540 --> 00:42:33.620 APD rolls administratively,  
NOTE Confidence: 0.8255993833333333  
00:42:33.620 --> 00:42:35.520 but also in education recruitment.  
NOTE Confidence: 0.8255993833333333  
00:42:35.520 --> 00:42:36.549 Thinking about climate,  
NOTE Confidence: 0.8255993833333333  
00:42:36.549 --> 00:42:38.950 I have a curriculum with the residents  
NOTE Confidence: 0.8255993833333333  
00:42:39.006 --> 00:42:41.519 that runs three years in our ambulatory  
NOTE Confidence: 0.8255993833333333  
00:42:41.519 --> 00:42:43.265 didactic curriculum where we dive  
NOTE Confidence: 0.8255993833333333  
00:42:43.265 --> 00:42:45.089 into a lot of different interactive  
NOTE Confidence: 0.8255993833333333  
00:42:45.089 --> 00:42:47.072 small group activities to help them  
NOTE Confidence: 0.8255993833333333  
00:42:47.072 --> 00:42:48.787 understand the experiences of other  
NOTE Confidence: 0.8255993833333333  
00:42:48.787 --> 00:42:50.356 people in the training program who  
NOTE Confidence: 0.8255993833333333  
00:42:50.356 --> 00:42:52.360 may or may or not look like them.  
NOTE Confidence: 0.8255993833333333  
00:42:52.360 --> 00:42:54.124 And we always have incredibly rich  
NOTE Confidence: 0.8255993833333333  
00:42:54.124 --> 00:42:55.615 conversations to think about our  
NOTE Confidence: 0.8255993833333333  
00:42:55.615 --> 00:42:57.175 own identities and what that means.  
NOTE Confidence: 0.8255993833333333

00:42:57.180 --> 00:42:58.206 Not only personally,  
NOTE Confidence: 0.8255993833333333

00:42:58.206 --> 00:42:58.890 but professionally.  
NOTE Confidence: 0.8255993833333333

00:42:58.890 --> 00:42:59.995 What that means when we  
NOTE Confidence: 0.8255993833333333

00:42:59.995 --> 00:43:00.658 interact with patients,  
NOTE Confidence: 0.8255993833333333

00:43:00.660 --> 00:43:03.150 so that's always a really fun  
NOTE Confidence: 0.8255993833333333

00:43:03.150 --> 00:43:04.810 thing to work on.  
NOTE Confidence: 0.8255993833333333

00:43:04.810 --> 00:43:06.466 I'm grateful that we've done quite  
NOTE Confidence: 0.8255993833333333

00:43:06.466 --> 00:43:08.214 well when it comes to recruiting  
NOTE Confidence: 0.8255993833333333

00:43:08.214 --> 00:43:09.694 a diverse group of residents  
NOTE Confidence: 0.8255993833333333

00:43:09.694 --> 00:43:11.319 in our primary care program,  
NOTE Confidence: 0.8255993833333333

00:43:11.320 --> 00:43:12.874 and that's been a really integral  
NOTE Confidence: 0.8255993833333333

00:43:12.874 --> 00:43:14.280 part of our our ethos.  
NOTE Confidence: 0.8255993833333333

00:43:14.280 --> 00:43:15.970 As a program with something  
NOTE Confidence: 0.8255993833333333

00:43:15.970 --> 00:43:17.660 that we very much prioritize.  
NOTE Confidence: 0.8255993833333333

00:43:17.660 --> 00:43:19.354 And of course, it's not just recruitment.  
NOTE Confidence: 0.8255993833333333

00:43:19.360 --> 00:43:19.666 Also,

NOTE Confidence: 0.8255993833333333  
00:43:19.666 --> 00:43:21.808 the retention and making sure that the  
NOTE Confidence: 0.8255993833333333  
00:43:21.808 --> 00:43:23.700 climate that these trainees are in  
NOTE Confidence: 0.8255993833333333  
00:43:23.700 --> 00:43:25.536 one is one that actually encourages  
NOTE Confidence: 0.8255993833333333  
00:43:25.592 --> 00:43:27.520 other folks to come and feel at home  
NOTE Confidence: 0.8255993833333333  
00:43:27.520 --> 00:43:29.980 here and experience that sense of belonging.  
NOTE Confidence: 0.8255993833333333  
00:43:29.980 --> 00:43:30.616 And I,  
NOTE Confidence: 0.8255993833333333  
00:43:30.616 --> 00:43:31.888 I really enjoy that  
NOTE Confidence: 0.8255993833333333  
00:43:31.888 --> 00:43:33.160 mentoring and advising peace,  
NOTE Confidence: 0.8255993833333333  
00:43:33.160 --> 00:43:35.470 and that helping to advocate for people.  
NOTE Confidence: 0.8255993833333333  
00:43:35.470 --> 00:43:37.475 That's me so that they  
NOTE Confidence: 0.8255993833333333  
00:43:37.475 --> 00:43:39.480 do feel like they belong.  
NOTE Confidence: 0.8255993833333333  
00:43:39.480 --> 00:43:41.520 So as I wrap up here in the next few minutes,  
NOTE Confidence: 0.8255993833333333  
00:43:41.520 --> 00:43:43.800 the thing about institutional next steps,  
NOTE Confidence: 0.8255993833333333  
00:43:43.800 --> 00:43:44.326 you know,  
NOTE Confidence: 0.8255993833333333  
00:43:44.326 --> 00:43:45.904 I think I always like to  
NOTE Confidence: 0.8255993833333333

00:43:45.904 --> 00:43:47.080 emphasize that each of us,  
NOTE Confidence: 0.8255993833333333

00:43:47.080 --> 00:43:48.898 whatever our particular rules might be,  
NOTE Confidence: 0.8255993833333333

00:43:48.900 --> 00:43:50.640 there's something that we can do  
NOTE Confidence: 0.8255993833333333

00:43:50.640 --> 00:43:53.320 as a as a next step in terms of  
NOTE Confidence: 0.8255993833333333

00:43:53.320 --> 00:43:56.274 adding our voice to this long term  
NOTE Confidence: 0.8255993833333333

00:43:56.274 --> 00:43:58.918 road to equity and to justice,  
NOTE Confidence: 0.8255993833333333

00:43:58.920 --> 00:44:00.348 and I think something that's very  
NOTE Confidence: 0.8255993833333333

00:44:00.348 --> 00:44:01.956 clear to me is that institutions  
NOTE Confidence: 0.8255993833333333

00:44:01.956 --> 00:44:03.768 and sections and departments we all  
NOTE Confidence: 0.8255993833333333

00:44:03.768 --> 00:44:05.818 have to take ownership of diversity.  
NOTE Confidence: 0.8255993833333333

00:44:05.820 --> 00:44:06.428 You know,  
NOTE Confidence: 0.8255993833333333

00:44:06.428 --> 00:44:08.944 it can't be this thing where it's relegated.  
NOTE Confidence: 0.8255993833333333

00:44:08.944 --> 00:44:11.248 The only people who have official  
NOTE Confidence: 0.8255993833333333

00:44:11.248 --> 00:44:12.832 DI position because diversity  
NOTE Confidence: 0.8255993833333333

00:44:12.832 --> 00:44:15.064 as we talked about is something  
NOTE Confidence: 0.8255993833333333

00:44:15.064 --> 00:44:16.780 that really benefits everyone.



NOTE Confidence: 0.8255993833333333  
00:44:16.780 --> 00:44:18.455 It's not just for underrepresented  
NOTE Confidence: 0.8255993833333333  
00:44:18.455 --> 00:44:20.602 groups and so everyone has to be  
NOTE Confidence: 0.8255993833333333  
00:44:20.602 --> 00:44:23.018 a part of the the the effort to  
NOTE Confidence: 0.8255993833333333  
00:44:23.018 --> 00:44:25.859 really make sure that we're meeting  
NOTE Confidence: 0.8255993833333333  
00:44:25.859 --> 00:44:27.831 the challenges and improving  
NOTE Confidence: 0.8255993833333333  
00:44:27.831 --> 00:44:29.360 ourselves consistently.  
NOTE Confidence: 0.8255993833333333  
00:44:29.360 --> 00:44:31.097 I think in a lot of ways that we  
NOTE Confidence: 0.8255993833333333  
00:44:31.097 --> 00:44:32.384 talk about institutional standard  
NOTE Confidence: 0.8255993833333333  
00:44:32.384 --> 00:44:34.454 of excellence and in many things  
NOTE Confidence: 0.8255993833333333  
00:44:34.454 --> 00:44:36.319 like patients safety and quality,  
NOTE Confidence: 0.8255993833333333  
00:44:36.320 --> 00:44:38.876 we really need to have a a similar mindset.  
NOTE Confidence: 0.8255993833333333  
00:44:38.880 --> 00:44:39.945 A similar framework.  
NOTE Confidence: 0.8255993833333333  
00:44:39.945 --> 00:44:42.075 When it comes to the EI.  
NOTE Confidence: 0.8255993833333333  
00:44:42.080 --> 00:44:44.166 I also think that some of that  
NOTE Confidence: 0.8255993833333333  
00:44:44.166 --> 00:44:46.038 racial burden that we talked about  
NOTE Confidence: 0.8255993833333333

00:44:46.040 --> 00:44:48.680 where there's that that tax to  
NOTE Confidence: 0.8255993833333333

00:44:48.680 --> 00:44:50.440 underrepresented individuals can be  
NOTE Confidence: 0.746596742727273

00:44:50.512 --> 00:44:53.065 minimized. If there's more resources and  
NOTE Confidence: 0.746596742727273

00:44:53.065 --> 00:44:55.292 support to diversity initiatives and making  
NOTE Confidence: 0.746596742727273

00:44:55.292 --> 00:44:57.572 sure that people who may not feel like  
NOTE Confidence: 0.746596742727273

00:44:57.572 --> 00:45:00.151 they themselves have personally been the  
NOTE Confidence: 0.746596742727273

00:45:00.151 --> 00:45:02.456 recipients or bias for microaggressions.  
NOTE Confidence: 0.746596742727273

00:45:02.460 --> 00:45:04.884 They also of course have a very important  
NOTE Confidence: 0.746596742727273

00:45:04.884 --> 00:45:07.037 role to play in all of this too.  
NOTE Confidence: 0.746596742727273

00:45:07.040 --> 00:45:09.376 As an organization, I think some of the  
NOTE Confidence: 0.746596742727273

00:45:09.376 --> 00:45:11.909 things that come to mind is importance  
NOTE Confidence: 0.746596742727273

00:45:11.909 --> 00:45:13.799 of mandatory unconscious bias training.  
NOTE Confidence: 0.746596742727273

00:45:13.800 --> 00:45:14.474 Paris, Florence,  
NOTE Confidence: 0.746596742727273

00:45:14.474 --> 00:45:16.833 who recently came to speak with our  
NOTE Confidence: 0.746596742727273

00:45:16.833 --> 00:45:18.779 Vice Chief DI Vice Chief Group,  
NOTE Confidence: 0.746596742727273

00:45:18.780 --> 00:45:21.874 is the inaugural director of DI Training

NOTE Confidence: 0.746596742727273  
00:45:21.874 --> 00:45:23.804 and development underneath Darren  
NOTE Confidence: 0.746596742727273  
00:45:23.804 --> 00:45:25.916 Lattimore and Darren Lattimore's,  
NOTE Confidence: 0.746596742727273  
00:45:25.920 --> 00:45:27.705 office of Diversity and inclusion  
NOTE Confidence: 0.746596742727273  
00:45:27.705 --> 00:45:29.133 at the Med School,  
NOTE Confidence: 0.746596742727273  
00:45:29.140 --> 00:45:30.400 and I think that's going to be really great.  
NOTE Confidence: 0.746596742727273  
00:45:30.400 --> 00:45:31.672 It's not mandatory yet,  
NOTE Confidence: 0.746596742727273  
00:45:31.672 --> 00:45:33.898 but I do think sometimes when these  
NOTE Confidence: 0.746596742727273  
00:45:33.898 --> 00:45:36.220 DI circles we kind of get to the this  
NOTE Confidence: 0.746596742727273  
00:45:36.280 --> 00:45:38.320 concept of preaching to the choir.  
NOTE Confidence: 0.746596742727273  
00:45:38.320 --> 00:45:40.498 The people who show up and engage in the  
NOTE Confidence: 0.746596742727273  
00:45:40.498 --> 00:45:42.527 topic are people who already bought in.  
NOTE Confidence: 0.746596742727273  
00:45:42.530 --> 00:45:44.486 So thinking about what it looks  
NOTE Confidence: 0.746596742727273  
00:45:44.486 --> 00:45:46.122 like to implement structures so  
NOTE Confidence: 0.746596742727273  
00:45:46.122 --> 00:45:47.784 that everyone can can engage in  
NOTE Confidence: 0.746596742727273  
00:45:47.784 --> 00:45:49.502 these issues and ultimately helps  
NOTE Confidence: 0.746596742727273

00:45:49.502 --> 00:45:51.166 to cultivate our environment.  
NOTE Confidence: 0.746596742727273

00:45:51.170 --> 00:45:53.018 I think open forum to discuss these  
NOTE Confidence: 0.746596742727273

00:45:53.018 --> 00:45:54.486 topics are really important sometimes  
NOTE Confidence: 0.746596742727273

00:45:54.486 --> 00:45:56.677 with our residents will do town halls  
NOTE Confidence: 0.746596742727273

00:45:56.677 --> 00:45:58.269 where we just have people reflect  
NOTE Confidence: 0.746596742727273

00:45:58.269 --> 00:46:00.110 on what's going on in the world.  
NOTE Confidence: 0.746596742727273

00:46:00.110 --> 00:46:02.280 Things would have happened in their own  
NOTE Confidence: 0.746596742727273

00:46:02.280 --> 00:46:04.118 lives because it was clear to me in the  
NOTE Confidence: 0.746596742727273

00:46:04.118 --> 00:46:05.786 the study we did with those residents.  
NOTE Confidence: 0.746596742727273

00:46:05.790 --> 00:46:08.380 Oftentimes there aren't adequate venues.  
NOTE Confidence: 0.746596742727273

00:46:08.380 --> 00:46:10.305 For people to process their  
NOTE Confidence: 0.746596742727273

00:46:10.305 --> 00:46:11.845 feelings and their experiences,  
NOTE Confidence: 0.746596742727273

00:46:11.850 --> 00:46:13.950 I also think it's incredibly important  
NOTE Confidence: 0.746596742727273

00:46:13.950 --> 00:46:16.282 to survey our trainees about their  
NOTE Confidence: 0.746596742727273

00:46:16.282 --> 00:46:18.026 experiences because oftentimes they're  
NOTE Confidence: 0.746596742727273

00:46:18.026 --> 00:46:20.519 not coming forward unless being asked,

NOTE Confidence: 0.746596742727273

00:46:20.520 --> 00:46:22.440 and so I think that needs to become

NOTE Confidence: 0.746596742727273

00:46:22.440 --> 00:46:24.048 a regular part of our culture.

NOTE Confidence: 0.746596742727273

00:46:24.050 --> 00:46:25.380 We talked about a strategic

NOTE Confidence: 0.746596742727273

00:46:25.380 --> 00:46:26.444 plan to increase diversity.

NOTE Confidence: 0.746596742727273

00:46:26.450 --> 00:46:28.730 I think that's part of hiring those roles

NOTE Confidence: 0.746596742727273

00:46:28.730 --> 00:46:30.807 so people can build out those plans.

NOTE Confidence: 0.746596742727273

00:46:30.810 --> 00:46:32.394 Mentorship of underrepresented groups

NOTE Confidence: 0.746596742727273

00:46:32.394 --> 00:46:35.439 not only a faculty who look like them,

NOTE Confidence: 0.746596742727273

00:46:35.440 --> 00:46:38.457 but people who can be really informative.

NOTE Confidence: 0.746596742727273

00:46:38.460 --> 00:46:41.308 Allies and support folks who else to achieve

NOTE Confidence: 0.746596742727273

00:46:41.308 --> 00:46:43.718 their personal bests and then making sure,

NOTE Confidence: 0.746596742727273

00:46:43.720 --> 00:46:44.674 as I mentioned,

NOTE Confidence: 0.746596742727273

00:46:44.674 --> 00:46:46.582 that we support colleagues who do

NOTE Confidence: 0.746596742727273

00:46:46.582 --> 00:46:48.214 engage in diversity work and do

NOTE Confidence: 0.746596742727273

00:46:48.214 --> 00:46:50.928 in a way that's not going to be a

NOTE Confidence: 0.746596742727273

00:46:50.928 --> 00:46:53.298 detriment to their career advancement.

NOTE Confidence: 0.746596742727273

00:46:53.300 --> 00:46:54.164 On an individual level,

NOTE Confidence: 0.746596742727273

00:46:54.164 --> 00:46:55.724 I think there are a number of

NOTE Confidence: 0.746596742727273

00:46:55.724 --> 00:46:57.236 practices that we can also engage in.

NOTE Confidence: 0.746596742727273

00:46:57.240 --> 00:46:59.226 I think having awareness of our

NOTE Confidence: 0.746596742727273

00:46:59.226 --> 00:47:00.550 personal biases is something

NOTE Confidence: 0.746596742727273

00:47:00.609 --> 00:47:02.100 that's extremely important.

NOTE Confidence: 0.746596742727273

00:47:02.100 --> 00:47:04.000 I mentioned in the Implicit

NOTE Confidence: 0.746596742727273

00:47:04.000 --> 00:47:05.140 Association test earlier,

NOTE Confidence: 0.746596742727273

00:47:05.140 --> 00:47:06.478 which I'm sure some of you

NOTE Confidence: 0.746596742727273

00:47:06.478 --> 00:47:07.879 have have done in the past.

NOTE Confidence: 0.746596742727273

00:47:07.880 --> 00:47:09.576 I think it's it's not a perfect test,

NOTE Confidence: 0.746596742727273

00:47:09.580 --> 00:47:11.560 but it's a good way to think about some

NOTE Confidence: 0.746596742727273

00:47:11.560 --> 00:47:13.591 of that unconscious bias that might

NOTE Confidence: 0.746596742727273

00:47:13.591 --> 00:47:15.346 be lurking underneath the service,

NOTE Confidence: 0.746596742727273

00:47:15.350 --> 00:47:17.926 and I think that awareness was really

NOTE Confidence: 0.746596742727273  
00:47:17.926 --> 00:47:20.108 important first step and then helping  
NOTE Confidence: 0.746596742727273  
00:47:20.108 --> 00:47:22.124 to make sure that we're changing  
NOTE Confidence: 0.746596742727273  
00:47:22.124 --> 00:47:24.352 our behavior when it comes to.  
NOTE Confidence: 0.746596742727273  
00:47:24.352 --> 00:47:25.992 Evaluations is something I hear  
NOTE Confidence: 0.746596742727273  
00:47:25.992 --> 00:47:28.210 a lot from the trainees who come  
NOTE Confidence: 0.746596742727273  
00:47:28.210 --> 00:47:31.029 and talk to me and debrief as as  
NOTE Confidence: 0.746596742727273  
00:47:31.029 --> 00:47:32.884 not always feeling like the  
NOTE Confidence: 0.72965473  
00:47:32.890 --> 00:47:35.424 the feedback they get is is as  
NOTE Confidence: 0.72965473  
00:47:35.424 --> 00:47:36.908 fair and equitable as it could be,  
NOTE Confidence: 0.72965473  
00:47:36.910 --> 00:47:37.962 and wondering, you know,  
NOTE Confidence: 0.72965473  
00:47:37.962 --> 00:47:39.540 they do something or say something.  
NOTE Confidence: 0.72965473  
00:47:39.540 --> 00:47:41.692 Is it perceived in the same way as  
NOTE Confidence: 0.72965473  
00:47:41.692 --> 00:47:43.475 another trainee who does the same  
NOTE Confidence: 0.72965473  
00:47:43.475 --> 00:47:44.955 thing who looks differently from  
NOTE Confidence: 0.72965473  
00:47:44.955 --> 00:47:46.657 them and part of the majority?  
NOTE Confidence: 0.72965473

00:47:46.660 --> 00:47:48.820 And because of the data that we we do  
NOTE Confidence: 0.72965473

00:47:48.820 --> 00:47:51.100 know that shows those those differences  
NOTE Confidence: 0.72965473

00:47:51.100 --> 00:47:53.075 and how we're evaluating trainees,  
NOTE Confidence: 0.72965473

00:47:53.080 --> 00:47:54.450 I think it's really important.  
NOTE Confidence: 0.72965473

00:47:54.450 --> 00:47:56.938 When we are on the side of evaluating  
NOTE Confidence: 0.72965473

00:47:56.938 --> 00:47:58.939 someone else to be clear about  
NOTE Confidence: 0.72965473

00:47:58.939 --> 00:48:00.584 what the performance metrics are  
NOTE Confidence: 0.72965473

00:48:00.584 --> 00:48:03.142 to be really specific in terms of  
NOTE Confidence: 0.72965473

00:48:03.142 --> 00:48:05.090 behavior based language and and not  
NOTE Confidence: 0.72965473

00:48:05.090 --> 00:48:06.840 just say things like oh this person  
NOTE Confidence: 0.72965473

00:48:06.840 --> 00:48:08.641 was a good fit or you know this  
NOTE Confidence: 0.72965473

00:48:08.641 --> 00:48:10.349 person did a good job like what?  
NOTE Confidence: 0.72965473

00:48:10.350 --> 00:48:11.118 Why are we?  
NOTE Confidence: 0.72965473

00:48:11.118 --> 00:48:12.654 Why are we saying someone does  
NOTE Confidence: 0.72965473

00:48:12.654 --> 00:48:13.997 well or doesn't do well?  
NOTE Confidence: 0.72965473

00:48:14.000 --> 00:48:15.396 Mindfulness is an interesting



NOTE Confidence: 0.72965473

00:48:15.396 --> 00:48:17.490 point at actually read a study

NOTE Confidence: 0.72965473

00:48:17.549 --> 00:48:19.089 about how mindfulness can help

NOTE Confidence: 0.72965473

00:48:19.089 --> 00:48:21.271 to disrupt some of the fast brain

NOTE Confidence: 0.72965473

00:48:21.271 --> 00:48:23.301 connections that we that we make and

NOTE Confidence: 0.72965473

00:48:23.301 --> 00:48:25.560 so engaging in mindfulness can do.

NOTE Confidence: 0.72965473

00:48:25.560 --> 00:48:27.015 Some ways help to attenuate

NOTE Confidence: 0.72965473

00:48:27.015 --> 00:48:27.888 that implicit bias,

NOTE Confidence: 0.72965473

00:48:27.890 --> 00:48:30.014 which is really important in the

NOTE Confidence: 0.72965473

00:48:30.014 --> 00:48:31.430 complex cognitive environment that

NOTE Confidence: 0.72965473

00:48:31.492 --> 00:48:33.476 we all live and work in and then

NOTE Confidence: 0.72965473

00:48:33.476 --> 00:48:35.514 thinking about how you can stand the

NOTE Confidence: 0.72965473

00:48:35.514 --> 00:48:36.994 diversity work in your department.

NOTE Confidence: 0.72965473

00:48:37.000 --> 00:48:38.771 I know from Pam that there's some

NOTE Confidence: 0.72965473

00:48:38.771 --> 00:48:40.372 great things that are that are

NOTE Confidence: 0.72965473

00:48:40.372 --> 00:48:41.950 happening already and maybe if if

NOTE Confidence: 0.72965473

00:48:41.950 --> 00:48:43.481 you've been on the sidelines and  
NOTE Confidence: 0.72965473

00:48:43.481 --> 00:48:45.006 you don't feel like the expert.  
NOTE Confidence: 0.72965473

00:48:45.006 --> 00:48:46.230 The room is 5.  
NOTE Confidence: 0.72965473

00:48:46.230 --> 00:48:47.706 Still something that you can contribute,  
NOTE Confidence: 0.72965473

00:48:47.710 --> 00:48:50.260 and doing that having that effort  
NOTE Confidence: 0.72965473

00:48:50.260 --> 00:48:52.429 of increasing your personal growth  
NOTE Confidence: 0.72965473

00:48:52.429 --> 00:48:54.775 and stepping out of your comfort  
NOTE Confidence: 0.72965473

00:48:54.775 --> 00:48:57.037 zone and joining in the work  
NOTE Confidence: 0.72965473

00:48:57.037 --> 00:48:58.737 can only yield good things.  
NOTE Confidence: 0.72965473

00:48:58.740 --> 00:48:59.604 The last thought here,  
NOTE Confidence: 0.72965473

00:48:59.604 --> 00:49:00.036 you know,  
NOTE Confidence: 0.72965473

00:49:00.040 --> 00:49:01.740 I really think a lot of the what I talked  
NOTE Confidence: 0.72965473

00:49:01.789 --> 00:49:03.574 about today is ultimately a Wellness issue.  
NOTE Confidence: 0.72965473

00:49:03.580 --> 00:49:05.745 I think representation and experience  
NOTE Confidence: 0.72965473

00:49:05.745 --> 00:49:07.477 are very much interdependent.  
NOTE Confidence: 0.72965473

00:49:07.480 --> 00:49:08.038 You know,

NOTE Confidence: 0.72965473

00:49:08.038 --> 00:49:09.433 for making all these efforts

NOTE Confidence: 0.72965473

00:49:09.433 --> 00:49:11.059 to recruit and retain people,

NOTE Confidence: 0.72965473

00:49:11.060 --> 00:49:13.308 but we're not doing the the work that

NOTE Confidence: 0.72965473

00:49:13.308 --> 00:49:15.942 we need to do to create a kind of

NOTE Confidence: 0.72965473

00:49:15.942 --> 00:49:17.680 climate where people feel welcome.

NOTE Confidence: 0.72965473

00:49:17.680 --> 00:49:18.316 Then of course,

NOTE Confidence: 0.72965473

00:49:18.316 --> 00:49:19.800 it's it's not going to be successful.

NOTE Confidence: 0.72965473

00:49:19.800 --> 00:49:21.844 So we really need to think about

NOTE Confidence: 0.72965473

00:49:21.844 --> 00:49:23.799 those efforts as very much linked.

NOTE Confidence: 0.72965473

00:49:23.800 --> 00:49:24.844 I would also encourage you before

NOTE Confidence: 0.72965473

00:49:24.844 --> 00:49:26.139 we get to the questions here,

NOTE Confidence: 0.72965473

00:49:26.140 --> 00:49:27.967 just to take a moment of silent

NOTE Confidence: 0.72965473

00:49:27.967 --> 00:49:29.417 reflection and think about how

NOTE Confidence: 0.72965473

00:49:29.417 --> 00:49:30.957 you can do something differently.

NOTE Confidence: 0.72965473

00:49:30.960 --> 00:49:31.542 Moving forward,

NOTE Confidence: 0.72965473

00:49:31.542 --> 00:49:33.579 you know maybe it's a simple step  
NOTE Confidence: 0.72965473

00:49:33.579 --> 00:49:35.216 like a book you want to read,  
NOTE Confidence: 0.72965473

00:49:35.220 --> 00:49:36.802 or a colleague you want to talk  
NOTE Confidence: 0.72965473

00:49:36.802 --> 00:49:38.366 to about their experience joining  
NOTE Confidence: 0.72965473

00:49:38.366 --> 00:49:39.608 us Diversity Committee.  
NOTE Confidence: 0.72965473

00:49:39.610 --> 00:49:41.600 You know, doing something different,  
NOTE Confidence: 0.72965473

00:49:41.600 --> 00:49:43.510 but I think there's constantly  
NOTE Confidence: 0.72965473

00:49:43.510 --> 00:49:46.250 something to do in this larger journey  
NOTE Confidence: 0.72965473

00:49:46.250 --> 00:49:48.875 towards justice and we we all can  
NOTE Confidence: 0.72965473

00:49:48.875 --> 00:49:51.806 make those decisions to to move forward.  
NOTE Confidence: 0.72965473

00:49:51.810 --> 00:49:52.716 A few resources,  
NOTE Confidence: 0.72965473

00:49:52.716 --> 00:49:54.499 but I'll leave you with some  
NOTE Confidence: 0.72965473

00:49:54.499 --> 00:49:56.382 books that I've read that I think  
NOTE Confidence: 0.72965473

00:49:56.382 --> 00:49:58.444 are give a nice lens to thinking  
NOTE Confidence: 0.72965473

00:49:58.444 --> 00:49:59.904 about some of these issues.  
NOTE Confidence: 0.72965473

00:49:59.910 --> 00:50:01.255 The double AMC that second

NOTE Confidence: 0.72965473  
00:50:01.255 --> 00:50:02.600 bullet bear has great portal  
NOTE Confidence: 0.652867286428571  
00:50:02.657 --> 00:50:04.029 on physician workforce data,  
NOTE Confidence: 0.652867286428571  
00:50:04.030 --> 00:50:05.398 so if you are interested in  
NOTE Confidence: 0.652867286428571  
00:50:05.398 --> 00:50:06.869 some of those trends or wanted  
NOTE Confidence: 0.652867286428571  
00:50:06.869 --> 00:50:08.381 to look up how the healthcare  
NOTE Confidence: 0.652867286428571  
00:50:08.381 --> 00:50:10.126 profession is doing in terms of  
NOTE Confidence: 0.652867286428571  
00:50:10.126 --> 00:50:11.314 diversity and inclusion efforts,  
NOTE Confidence: 0.652867286428571  
00:50:11.320 --> 00:50:13.348 there's some really great  
NOTE Confidence: 0.652867286428571  
00:50:13.348 --> 00:50:15.376 resources there as well.  
NOTE Confidence: 0.652867286428571  
00:50:15.380 --> 00:50:18.656 And with that I will stop sharing my screen.  
NOTE Confidence: 0.652867286428571  
00:50:18.660 --> 00:50:20.740 I think you found my free time and  
NOTE Confidence: 0.652867286428571  
00:50:20.740 --> 00:50:22.620 I'm happy to take any questions.  
NOTE Confidence: 0.906936226666667  
00:50:25.340 --> 00:50:27.264 Thank you so much,  
NOTE Confidence: 0.906936226666667  
00:50:27.264 --> 00:50:29.555 that was wonderful to hear a little  
NOTE Confidence: 0.906936226666667  
00:50:29.555 --> 00:50:31.370 bit more about your research and some  
NOTE Confidence: 0.906936226666667

00:50:31.370 --> 00:50:33.400 action items that I think we can all take.  
NOTE Confidence: 0.906936226666667

00:50:33.400 --> 00:50:35.758 So what I thought I would do is turn.  
NOTE Confidence: 0.906936226666667

00:50:35.760 --> 00:50:37.275 There's actually a great first  
NOTE Confidence: 0.906936226666667

00:50:37.275 --> 00:50:39.340 question we can take from the chat,  
NOTE Confidence: 0.906936226666667

00:50:39.340 --> 00:50:41.790 so this is the question is what  
NOTE Confidence: 0.906936226666667

00:50:41.790 --> 00:50:43.984 is the approach to addressing  
NOTE Confidence: 0.906936226666667

00:50:43.984 --> 00:50:46.120 patients bias and aggression?  
NOTE Confidence: 0.906936226666667

00:50:46.120 --> 00:50:48.360 It seems we have strong efforts in place  
NOTE Confidence: 0.906936226666667

00:50:48.360 --> 00:50:50.240 in regards to faculty development,  
NOTE Confidence: 0.906936226666667

00:50:50.240 --> 00:50:51.680 but how do we approach patients?  
NOTE Confidence: 0.906936226666667

00:50:51.680 --> 00:50:53.360 It's difficult to speak back to  
NOTE Confidence: 0.906936226666667

00:50:53.360 --> 00:50:55.329 patients and that's a great question.  
NOTE Confidence: 0.906936226666667

00:50:55.330 --> 00:50:56.134 And in fact,  
NOTE Confidence: 0.906936226666667

00:50:56.134 --> 00:50:58.010 I'll just editorialize a little bit I.  
NOTE Confidence: 0.906936226666667

00:50:58.010 --> 00:51:00.656 I have personally found and observed  
NOTE Confidence: 0.906936226666667

00:51:00.656 --> 00:51:03.290 that we've seen more patient bad

NOTE Confidence: 0.906936226666667  
00:51:03.290 --> 00:51:05.666 behavior in the era of COVID,  
NOTE Confidence: 0.906936226666667  
00:51:05.670 --> 00:51:08.785 and I think it's it's a struggle.  
NOTE Confidence: 0.906936226666667  
00:51:08.790 --> 00:51:10.694 I'd love to hear your thoughts on this.  
NOTE Confidence: 0.83095670985  
00:51:12.040 --> 00:51:13.942 Yeah, this is such an important  
NOTE Confidence: 0.83095670985  
00:51:13.942 --> 00:51:15.743 question and it's something that I  
NOTE Confidence: 0.83095670985  
00:51:15.743 --> 00:51:17.631 love to talk to people about as well,  
NOTE Confidence: 0.83095670985  
00:51:17.640 --> 00:51:19.159 because, you know, some of you might  
NOTE Confidence: 0.83095670985  
00:51:19.159 --> 00:51:20.949 be familiar with the term of bystander  
NOTE Confidence: 0.83095670985  
00:51:20.949 --> 00:51:22.529 response training, or more recently,  
NOTE Confidence: 0.83095670985  
00:51:22.529 --> 00:51:24.587 we call it upstander response training  
NOTE Confidence: 0.83095670985  
00:51:24.587 --> 00:51:26.820 because we want to make it more proactive,  
NOTE Confidence: 0.83095670985  
00:51:26.820 --> 00:51:28.731 but there is really such an important  
NOTE Confidence: 0.83095670985  
00:51:28.731 --> 00:51:31.575 role when it is the patient who is being  
NOTE Confidence: 0.83095670985  
00:51:31.575 --> 00:51:33.160 something inappropriate and I've had,  
NOTE Confidence: 0.83095670985  
00:51:33.160 --> 00:51:35.120 you know, in our program as a graduate  
NOTE Confidence: 0.83095670985

00:51:35.120 --> 00:51:37.227 of our our Yale Primary care program

NOTE Confidence: 0.83095670985

00:51:37.227 --> 00:51:39.408 who was actually called the N word

NOTE Confidence: 0.83095670985

00:51:39.408 --> 00:51:40.828 on our inpatient General Medical

NOTE Confidence: 0.83095670985

00:51:40.828 --> 00:51:42.029 service by a patient.

NOTE Confidence: 0.83095670985

00:51:42.029 --> 00:51:42.727 And literally,

NOTE Confidence: 0.83095670985

00:51:42.727 --> 00:51:45.170 no one in the room said anything,

NOTE Confidence: 0.83095670985

00:51:45.170 --> 00:51:46.843 even though there are about five or

NOTE Confidence: 0.83095670985

00:51:46.843 --> 00:51:48.104 six other health care professionals

NOTE Confidence: 0.83095670985

00:51:48.104 --> 00:51:49.586 in the room at the time.

NOTE Confidence: 0.83095670985

00:51:49.590 --> 00:51:51.786 So I think this is critical in terms of,

NOTE Confidence: 0.83095670985

00:51:51.790 --> 00:51:52.380 you know,

NOTE Confidence: 0.83095670985

00:51:52.380 --> 00:51:54.280 can really make or break anyone's experience.

NOTE Confidence: 0.83095670985

00:51:54.280 --> 00:51:54.910 But of course,

NOTE Confidence: 0.83095670985

00:51:54.910 --> 00:51:57.370 our trainees are are more vulnerable.

NOTE Confidence: 0.83095670985

00:51:57.370 --> 00:51:59.044 I think my personal feeling on

NOTE Confidence: 0.83095670985

00:51:59.044 --> 00:52:00.922 this is that it's very important



NOTE Confidence: 0.83095670985

00:52:00.922 --> 00:52:02.667 to be direct with patients.

NOTE Confidence: 0.83095670985

00:52:02.670 --> 00:52:04.952 I think you can be both direct

NOTE Confidence: 0.83095670985

00:52:04.952 --> 00:52:06.003 and respectful. Oftentimes.

NOTE Confidence: 0.83095670985

00:52:06.003 --> 00:52:08.361 What I'll do is I'll employ

NOTE Confidence: 0.83095670985

00:52:08.361 --> 00:52:10.227 strategies that encourage the person

NOTE Confidence: 0.83095670985

00:52:10.227 --> 00:52:12.087 who made a comment to reflect.

NOTE Confidence: 0.83095670985

00:52:12.090 --> 00:52:13.402 So I'll say something.

NOTE Confidence: 0.83095670985

00:52:13.402 --> 00:52:14.058 For example,

NOTE Confidence: 0.83095670985

00:52:14.060 --> 00:52:15.380 you know what did you mean by that,

NOTE Confidence: 0.83095670985

00:52:15.380 --> 00:52:17.000 or what made you say that,

NOTE Confidence: 0.83095670985

00:52:17.000 --> 00:52:19.254 and I think that signals that what

NOTE Confidence: 0.83095670985

00:52:19.254 --> 00:52:21.865 was said is not OK and put that

NOTE Confidence: 0.83095670985

00:52:21.865 --> 00:52:23.773 person in the position of explaining

NOTE Confidence: 0.83095670985

00:52:23.773 --> 00:52:26.437 why they made it a made a comment.

NOTE Confidence: 0.83095670985

00:52:26.440 --> 00:52:27.712 I think ideally you know it

NOTE Confidence: 0.83095670985

00:52:27.712 --> 00:52:29.500 can lead to a teachable moment.  
NOTE Confidence: 0.83095670985

00:52:29.500 --> 00:52:31.474 Sometimes you know you can have a  
NOTE Confidence: 0.83095670985

00:52:31.474 --> 00:52:33.295 strategy where you acknowledge that the  
NOTE Confidence: 0.83095670985

00:52:33.295 --> 00:52:35.423 person may not have had bad intent,  
NOTE Confidence: 0.83095670985

00:52:35.430 --> 00:52:36.900 but there's still a bad impact,  
NOTE Confidence: 0.83095670985

00:52:36.900 --> 00:52:37.660 and so you know.  
NOTE Confidence: 0.83095670985

00:52:37.660 --> 00:52:39.296 I mean, I know you may not have meant harm,  
NOTE Confidence: 0.83095670985

00:52:39.300 --> 00:52:40.626 or you may not have realized  
NOTE Confidence: 0.83095670985

00:52:40.626 --> 00:52:42.010 that your words were offensive,  
NOTE Confidence: 0.83095670985

00:52:42.010 --> 00:52:43.658 but that was actually really hurtful to me.  
NOTE Confidence: 0.83095670985

00:52:43.660 --> 00:52:44.140 Or really.  
NOTE Confidence: 0.83095670985

00:52:44.140 --> 00:52:44.860 Bothersome to me,  
NOTE Confidence: 0.83095670985

00:52:44.860 --> 00:52:47.968 and here's why I'm hoping to engage.  
NOTE Confidence: 0.83095670985

00:52:47.970 --> 00:52:49.510 There are many other states you've got,  
NOTE Confidence: 0.83095670985

00:52:49.510 --> 00:52:50.370 I'll leave it at that.  
NOTE Confidence: 0.83095670985

00:52:50.370 --> 00:52:53.652 I think sometimes if a patient's

NOTE Confidence: 0.83095670985

00:52:53.652 --> 00:52:54.746 particularly antagonistic,

NOTE Confidence: 0.83095670985

00:52:54.750 --> 00:52:56.345 something something I'll do if

NOTE Confidence: 0.83095670985

00:52:56.345 --> 00:52:58.348 they don't seem open to education

NOTE Confidence: 0.83095670985

00:52:58.348 --> 00:53:00.749 is just remind them of our sort

NOTE Confidence: 0.83095670985

00:53:00.749 --> 00:53:01.910 of institutional values.

NOTE Confidence: 0.83095670985

00:53:01.910 --> 00:53:04.148 Saying something like an institution like,

NOTE Confidence: 0.83095670985

00:53:04.150 --> 00:53:05.338 yeah, it's very important.

NOTE Confidence: 0.83095670985

00:53:05.338 --> 00:53:07.120 We all embody this these ideas

NOTE Confidence: 0.83095670985

00:53:07.173 --> 00:53:08.863 of respect and accountability and

NOTE Confidence: 0.83095670985

00:53:08.863 --> 00:53:11.290 compassion our team is treating you that way.

NOTE Confidence: 0.83095670985

00:53:11.290 --> 00:53:12.754 We very much expect those same

NOTE Confidence: 0.83095670985

00:53:12.754 --> 00:53:14.120 kinds of values and return.

NOTE Confidence: 0.83095670985

00:53:14.120 --> 00:53:15.919 So please respect every member of our

NOTE Confidence: 0.83095670985

00:53:15.919 --> 00:53:17.628 team and then transition to talking

NOTE Confidence: 0.83095670985

00:53:17.628 --> 00:53:19.386 about you know the blood pressure

NOTE Confidence: 0.83095670985

00:53:19.386 --> 00:53:21.347 or whatever the situation might be.  
NOTE Confidence: 0.71838246

00:53:22.510 --> 00:53:24.538 Thank you, I'd love to turn  
NOTE Confidence: 0.71838246

00:53:24.538 --> 00:53:25.890 to Doctor Barbara Burtness,  
NOTE Confidence: 0.71838246

00:53:25.890 --> 00:53:27.816 who's serving as our interim associate  
NOTE Confidence: 0.71838246

00:53:27.816 --> 00:53:30.158 director for DI for the Cancer Center.  
NOTE Confidence: 0.71838246

00:53:30.160 --> 00:53:31.371 So Barbara and I partner on a  
NOTE Confidence: 0.71838246

00:53:31.371 --> 00:53:32.718 lot of these efforts so Barbara,  
NOTE Confidence: 0.71838246

00:53:32.720 --> 00:53:34.128 any comments or questions.  
NOTE Confidence: 0.83919742625

00:53:34.500 --> 00:53:37.128 First of all, I want to thank you for  
NOTE Confidence: 0.83919742625

00:53:37.128 --> 00:53:39.706 for coming and and sharing with us.  
NOTE Confidence: 0.83919742625

00:53:39.710 --> 00:53:41.670 And for the work that you do,  
NOTE Confidence: 0.83919742625

00:53:41.670 --> 00:53:46.900 what I particularly loved was.  
NOTE Confidence: 0.83919742625

00:53:46.900 --> 00:53:49.917 You you know your your message that  
NOTE Confidence: 0.83919742625

00:53:49.917 --> 00:53:52.440 implicit bias is not cast in stone,  
NOTE Confidence: 0.83919742625

00:53:52.440 --> 00:53:55.513 that that this is something that over  
NOTE Confidence: 0.83919742625

00:53:55.513 --> 00:53:58.824 time you can see progress on you know.

NOTE Confidence: 0.83919742625

00:53:58.824 --> 00:54:00.576 Obviously you brought forward a an

NOTE Confidence: 0.83919742625

00:54:00.576 --> 00:54:01.982 example with college students in

NOTE Confidence: 0.83919742625

00:54:01.982 --> 00:54:04.085 the same way it gets harder to learn

NOTE Confidence: 0.83919742625

00:54:04.085 --> 00:54:05.877 a new language when you get older.

NOTE Confidence: 0.83919742625

00:54:05.880 --> 00:54:08.610 It's probably harder to let go of

NOTE Confidence: 0.83919742625

00:54:08.610 --> 00:54:11.093 of these habits that that people

NOTE Confidence: 0.83919742625

00:54:11.093 --> 00:54:13.133 have had over the years.

NOTE Confidence: 0.83919742625

00:54:13.140 --> 00:54:16.129 But I wanted to and and I

NOTE Confidence: 0.83919742625

00:54:16.129 --> 00:54:19.629 loved your emphasis on.

NOTE Confidence: 0.83919742625

00:54:19.630 --> 00:54:24.190 Repeated exposure to counter

NOTE Confidence: 0.83919742625

00:54:24.190 --> 00:54:26.470 stereotypic examples.

NOTE Confidence: 0.83919742625

00:54:26.470 --> 00:54:28.375 And obviously representation

NOTE Confidence: 0.83919742625

00:54:28.375 --> 00:54:31.550 is is part of that.

NOTE Confidence: 0.83919742625

00:54:31.550 --> 00:54:33.769 You know the the fact that that

NOTE Confidence: 0.83919742625

00:54:33.769 --> 00:54:35.899 we're able to use Cancer Center

NOTE Confidence: 0.83919742625

00:54:35.899 --> 00:54:38.107 grand rounds on on DI topics,  
NOTE Confidence: 0.83919742625

00:54:38.110 --> 00:54:40.657 I think is is one of the reasons we  
NOTE Confidence: 0.83919742625

00:54:40.657 --> 00:54:45.410 we like to do this, but I I guess I.  
NOTE Confidence: 0.83919742625

00:54:45.410 --> 00:54:47.620 As much as I like that I I still see  
NOTE Confidence: 0.83919742625

00:54:47.681 --> 00:54:50.371 it as very difficult, and you know,  
NOTE Confidence: 0.83919742625

00:54:50.371 --> 00:54:53.640 I I struggle with issues like to  
NOTE Confidence: 0.83919742625

00:54:53.746 --> 00:54:57.034 what extent can you require people  
NOTE Confidence: 0.83919742625

00:54:57.034 --> 00:55:00.250 to do implicit bias training?  
NOTE Confidence: 0.83919742625

00:55:00.250 --> 00:55:02.926 What's the the backlash and the  
NOTE Confidence: 0.83919742625

00:55:02.926 --> 00:55:04.710 resentment that that creates.  
NOTE Confidence: 0.83919742625

00:55:04.710 --> 00:55:05.733 And you know,  
NOTE Confidence: 0.83919742625

00:55:05.733 --> 00:55:09.088 I just took a quick look at who the  
NOTE Confidence: 0.83919742625

00:55:09.088 --> 00:55:11.862 attendees are for for today's grand rounds.  
NOTE Confidence: 0.83919742625

00:55:11.862 --> 00:55:14.150 And it's it's a lot of people who  
NOTE Confidence: 0.83919742625

00:55:14.218 --> 00:55:16.168 already work on on these issues.  
NOTE Confidence: 0.83919742625

00:55:16.170 --> 00:55:19.810 So apart from working on our artwork,

NOTE Confidence: 0.83919742625

00:55:19.810 --> 00:55:22.764 working on who we invite is speakers.

NOTE Confidence: 0.83919742625

00:55:22.770 --> 00:55:25.146 Do you have any concrete strategies

NOTE Confidence: 0.83919742625

00:55:25.146 --> 00:55:26.730 for for kind of?

NOTE Confidence: 0.83919742625

00:55:26.730 --> 00:55:30.097 Breaking across to to groups where these

NOTE Confidence: 0.83919742625

00:55:30.097 --> 00:55:33.737 biases are are more solidified I guess.

NOTE Confidence: 0.7682353872

00:55:35.040 --> 00:55:36.830 Yeah, I mean it's I.

NOTE Confidence: 0.7682353872

00:55:36.830 --> 00:55:38.035 I completely that completely resonates

NOTE Confidence: 0.7682353872

00:55:38.035 --> 00:55:39.499 with me because it's tough and I,

NOTE Confidence: 0.7682353872

00:55:39.500 --> 00:55:40.868 you know, as many of these

NOTE Confidence: 0.7682353872

00:55:40.868 --> 00:55:42.437 workshops as the first that I do it.

NOTE Confidence: 0.7682353872

00:55:42.440 --> 00:55:43.966 Oftentimes the people in the audience are

NOTE Confidence: 0.7682353872

00:55:43.966 --> 00:55:45.750 people who are already very much bought in,

NOTE Confidence: 0.7682353872

00:55:45.750 --> 00:55:47.922 and so we have the same, you know,

NOTE Confidence: 0.7682353872

00:55:47.922 --> 00:55:50.086 problem in general medicine.

NOTE Confidence: 0.7682353872

00:55:50.090 --> 00:55:53.050 I think there are few things right, I think.

NOTE Confidence: 0.7682353872

00:55:53.050 --> 00:55:54.786 Even though it can be a little  
NOTE Confidence: 0.7682353872

00:55:54.786 --> 00:55:55.990 uncomfortable to mandate training,  
NOTE Confidence: 0.7682353872

00:55:55.990 --> 00:55:58.066 I I do think you know  
NOTE Confidence: 0.7682353872

00:55:58.070 --> 00:55:59.450 there is precedent for it.  
NOTE Confidence: 0.7682353872

00:55:59.450 --> 00:56:01.368 You know, we all have to undergo  
NOTE Confidence: 0.7682353872

00:56:01.368 --> 00:56:02.190 sexual harassment training.  
NOTE Confidence: 0.7682353872

00:56:02.190 --> 00:56:03.878 We all have to go, you know,  
NOTE Confidence: 0.7682353872

00:56:03.878 --> 00:56:06.750 go through training on you know how to  
NOTE Confidence: 0.7682353872

00:56:06.750 --> 00:56:08.730 decrease certain infections in the hospital  
NOTE Confidence: 0.7682353872

00:56:08.730 --> 00:56:11.149 and and know the response to a code.  
NOTE Confidence: 0.7682353872

00:56:11.150 --> 00:56:12.774 And you know all those kinds of  
NOTE Confidence: 0.7682353872

00:56:12.774 --> 00:56:14.230 things that we're required to do.  
NOTE Confidence: 0.7682353872

00:56:14.230 --> 00:56:14.447 So.  
NOTE Confidence: 0.7682353872

00:56:14.447 --> 00:56:16.183 I do think there's a way in which  
NOTE Confidence: 0.7682353872

00:56:16.183 --> 00:56:17.992 the the training that we decide  
NOTE Confidence: 0.7682353872

00:56:17.992 --> 00:56:19.527 are mandatory for any employee



NOTE Confidence: 0.7682353872

00:56:19.585 --> 00:56:21.363 can send a message about what we

NOTE Confidence: 0.7682353872

00:56:21.363 --> 00:56:23.206 think is really important. Umm?

NOTE Confidence: 0.7682353872

00:56:23.206 --> 00:56:26.972 That aside, you know I think this,

NOTE Confidence: 0.7682353872

00:56:26.980 --> 00:56:28.088 like larger question is,

NOTE Confidence: 0.7682353872

00:56:28.088 --> 00:56:30.062 how do you engage individuals who who

NOTE Confidence: 0.7682353872

00:56:30.062 --> 00:56:31.634 who may not be particularly excited

NOTE Confidence: 0.7682353872

00:56:31.634 --> 00:56:33.478 about doing the equity and inclusion?

NOTE Confidence: 0.7682353872

00:56:33.480 --> 00:56:35.412 One size that I often use

NOTE Confidence: 0.7682353872

00:56:35.412 --> 00:56:36.700 with the residence is.

NOTE Confidence: 0.7682353872

00:56:36.700 --> 00:56:39.143 Trying to engage in as many small

NOTE Confidence: 0.7682353872

00:56:39.143 --> 00:56:40.920 group activities as possible because

NOTE Confidence: 0.7682353872

00:56:40.920 --> 00:56:43.965 I find that for people who may be a

NOTE Confidence: 0.7682353872

00:56:43.965 --> 00:56:45.999 little bit resistant to the topic,

NOTE Confidence: 0.7682353872

00:56:46.000 --> 00:56:47.834 it's a lot easier for them to

NOTE Confidence: 0.7682353872

00:56:47.834 --> 00:56:50.102 learn if they hear their peer talk

NOTE Confidence: 0.7682353872

00:56:50.102 --> 00:56:51.872 about something that happened to  
NOTE Confidence: 0.7682353872

00:56:51.872 --> 00:56:53.728 them personally because they care  
NOTE Confidence: 0.7682353872

00:56:53.728 --> 00:56:55.888 about their peer right and so.  
NOTE Confidence: 0.7682353872

00:56:55.890 --> 00:56:57.474 Oftentimes in my the curriculum I  
NOTE Confidence: 0.7682353872

00:56:57.474 --> 00:56:59.447 mentioned that I do feel primary care  
NOTE Confidence: 0.7682353872

00:56:59.447 --> 00:57:01.470 residents very little of it is didactic.  
NOTE Confidence: 0.7682353872

00:57:01.470 --> 00:57:02.590 You know, I'm not here.  
NOTE Confidence: 0.7682353872

00:57:02.590 --> 00:57:03.750 I don't deliver grand rounds.  
NOTE Confidence: 0.7682353872

00:57:03.750 --> 00:57:05.574 The residents I'm not talking for an hour,  
NOTE Confidence: 0.7682353872

00:57:05.580 --> 00:57:06.924 but I'm doing is.  
NOTE Confidence: 0.7682353872

00:57:06.924 --> 00:57:08.268 I'm creating structured opportunities  
NOTE Confidence: 0.7682353872

00:57:08.268 --> 00:57:10.366 for them to reflect and then share.  
NOTE Confidence: 0.7682353872

00:57:10.370 --> 00:57:11.321 So, for example,  
NOTE Confidence: 0.7682353872

00:57:11.321 --> 00:57:13.867 you know we'll do an activity where we  
NOTE Confidence: 0.7682353872

00:57:13.867 --> 00:57:16.225 write down our name on a piece of paper,  
NOTE Confidence: 0.7682353872

00:57:16.230 --> 00:57:18.540 and then we think about 7 identities.

NOTE Confidence: 0.7682353872  
00:57:18.540 --> 00:57:19.920 That means something to us that  
NOTE Confidence: 0.7682353872  
00:57:19.920 --> 00:57:21.336 can be raised, gender, ability,  
NOTE Confidence: 0.7682353872  
00:57:21.336 --> 00:57:22.062 religion, whatever.  
NOTE Confidence: 0.7682353872  
00:57:22.062 --> 00:57:24.240 Defined it for an individual and  
NOTE Confidence: 0.7682353872  
00:57:24.298 --> 00:57:26.086 I just asked two simple questions.  
NOTE Confidence: 0.7682353872  
00:57:26.090 --> 00:57:27.572 One is described,  
NOTE Confidence: 0.7682353872  
00:57:27.572 --> 00:57:28.560 you know,  
NOTE Confidence: 0.7682353872  
00:57:28.560 --> 00:57:29.832 a time that you were proud to be  
NOTE Confidence: 0.7682353872  
00:57:29.832 --> 00:57:31.249 part of one of these identities and  
NOTE Confidence: 0.7682353872  
00:57:31.249 --> 00:57:32.753 describe the time that it was painful  
NOTE Confidence: 0.7682353872  
00:57:32.753 --> 00:57:34.377 for you to be part of these identities.  
NOTE Confidence: 0.7682353872  
00:57:34.380 --> 00:57:36.204 So I'm always amazed by the  
NOTE Confidence: 0.7682353872  
00:57:36.204 --> 00:57:37.782 richness of the conversation that  
NOTE Confidence: 0.7682353872  
00:57:37.782 --> 00:57:39.600 comes from such a simple activity.  
NOTE Confidence: 0.7682353872  
00:57:39.600 --> 00:57:40.518 And I've witnessed,  
NOTE Confidence: 0.7682353872

00:57:40.518 --> 00:57:42.354 like people sort of light bulbs  
NOTE Confidence: 0.7682353872

00:57:42.354 --> 00:57:44.198 go off when you know someone,  
NOTE Confidence: 0.7682353872

00:57:44.200 --> 00:57:44.820 for example,  
NOTE Confidence: 0.7682353872

00:57:44.820 --> 00:57:46.680 shares a painful time when they  
NOTE Confidence: 0.7682353872

00:57:46.680 --> 00:57:48.500 were members of certain community,  
NOTE Confidence: 0.7682353872

00:57:48.500 --> 00:57:49.970 and what that means and what you  
NOTE Confidence: 0.7682353872

00:57:49.970 --> 00:57:51.252 know the things that they have  
NOTE Confidence: 0.7682353872

00:57:51.252 --> 00:57:52.659 to think about is it creates an  
NOTE Confidence: 0.7682353872

00:57:52.711 --> 00:57:54.026 opportunity for someone to be  
NOTE Confidence: 0.7682353872

00:57:54.026 --> 00:57:55.078 in someone else's shoes,  
NOTE Confidence: 0.7682353872

00:57:55.080 --> 00:57:57.831 and I think that's a the more  
NOTE Confidence: 0.7682353872

00:57:57.831 --> 00:58:00.768 accessible way to engage in DI issues.  
NOTE Confidence: 0.7682353872

00:58:00.770 --> 00:58:01.615 For someone who you know  
NOTE Confidence: 0.7682353872

00:58:01.615 --> 00:58:02.460 is not going to attend  
NOTE Confidence: 0.87898674

00:58:02.500 --> 00:58:04.044 the grand rounds or something on the topic.  
NOTE Confidence: 0.75266163

00:58:05.860 --> 00:58:08.540 8 Ava, thank you. We are at time.

NOTE Confidence: 0.75266163

00:58:08.540 --> 00:58:10.252 So I we could go on probably for

NOTE Confidence: 0.75266163

00:58:10.252 --> 00:58:11.919 a while longer with questions,

NOTE Confidence: 0.75266163

00:58:11.920 --> 00:58:15.736 but I'm certainly leaving feeling inspired,

NOTE Confidence: 0.75266163

00:58:15.740 --> 00:58:18.278 motivated and really hopeful about this

NOTE Confidence: 0.75266163

00:58:18.278 --> 00:58:21.560 work that can be hard and slow going.

NOTE Confidence: 0.75266163

00:58:21.560 --> 00:58:23.170 So thank you for sharing

NOTE Confidence: 0.75266163

00:58:23.170 --> 00:58:24.996 kind of your vision with us,

NOTE Confidence: 0.75266163

00:58:24.996 --> 00:58:27.451 and I'm I'm sure I I certainly learned a

NOTE Confidence: 0.75266163

00:58:27.451 --> 00:58:29.475 lot and I'm sure our audience did too.

NOTE Confidence: 0.75266163

00:58:29.480 --> 00:58:30.968 So thank you so much for joining us.

NOTE Confidence: 0.920788968571429

00:58:31.860 --> 00:58:33.580 Great, thank you so much

NOTE Confidence: 0.920788968571429

00:58:33.580 --> 00:58:35.290 for having the opportunity.

NOTE Confidence: 0.831314022857143

00:58:35.420 --> 00:58:37.128 Thank you. Have a great afternoon everyone.

NOTE Confidence: 0.7698659

00:58:39.420 --> 00:58:39.740 Aye.